

Local Govt. Service

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Journal of the National Association
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IN THIS ISSUE

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The award—and after

THE AWARD of the local government National Joint Council on the Association's claim for higher salaries has been received with mixed feelings. While members in the General Division and the grades immediately above appear to be reasonably content, those in the higher A.P.T. grades, whose £50 increase is well below the 20 per cent claimed, are disappointed. Some, whose letters we publish this month, go so far as to accuse the negotiators of "pandering to the vociferous majority" and "feather-bedding" the General Division, of abandoning the claim of the highly trained officers "with little struggle," and of "leaving in the cold" those earning over £1,000 a year.

Discussion of these criticisms is handicapped by the fact that, since the negotiations were conducted behind closed doors and were not reported to the N.E.C. until after we went to press, we cannot describe their course. We can say, however, that there was no question of the staff side giving way "with little struggle." Conference, no doubt, will be told something of the battle that went on; and, if it is, it will recognise that the negotiators not only put up a dogged fight for all, but won substantial concessions above what the employers proposed for the higher grades.

They were unable, unfortunately, to raise the "ceiling" of the scales, with the result that officers in Grades IX and X, and some outside the grading scheme, do not share even the modest increase given to their colleagues. That was due in part to the employers' contention that the introduction of these two grades in 1948 had substantially improved the position of the officers placed in them, and in part to the constitution of the N.J.C., which does not allow it to deal with salaries beyond £1,000. To "change the constitution," as some have demanded, could be done only with the agreement of all constituent members, and to have sought that would have delayed operation of the award for months. But the negotiators have already told the employers that

they propose to seek improvements for these officers by other means.

To the extent that the award fails to meet the claims of graded officers and reduces differentials, it is unsatisfactory. Nevertheless, the picture is not entirely black. It gives the majority more than the most optimistic hoped a year ago—when Conference was asked to instruct the N.E.C. to press for an all-round general increase, lowering of the age of the General Division maximum, and minima of £310 at 25 and £400 at 28. Every one of these instructions has been carried out: indeed, the new salary at 25 is £25 higher than that proposed. It was not Conference which demanded an all-round increase of 20 per cent. That was the target fixed later by the N.E.C.—and the N.E.C. may fairly claim that, while its own target was not reached, that set by Conference has been, at least substantially.

Nor is it reasonable to denounce the negotiators. It is to be presumed that, after much hard bargaining, they reached a point beyond which the employers refused to go. What should they have done? "Take the case to arbitration" cries one critic. But would that have obtained a better award? All recent precedent suggests that it would not. In this connection, the "Whitley Bulletin," journal of the staff side of the Civil Service National Whitley Council, has a pertinent comment.

"In some quarters," it says, "the belief is held that arbitration tribunals are bodies from whom invariably—more or less—one gets a better settlement of pay claims than is obtainable through the ordinary process of bargaining. Nothing could, of course, be further from the truth... and no experienced negotiator dreams of resorting to arbitration until he judges, after the most careful weighing of pros and cons, that the chances of getting a satisfactory settlement are thereby enhanced... Cases are on record... in which arbitration has brought a worse settlement than was on offer [from the employers]. Where this happens it is, curiously enough, those who advocate arbitration most strenuously who are least willing to recognise the implications of their choice... demanding as of right what they deliberately rejected in the negotiations in the mistaken belief that an arbitral body would offer more... These are the people who try the stout hearts of those whose task it is, year in and year out, to battle on their behalf... Vociferous out of all proportion to their numbers... their voices will certainly be heard at some annual conferences this year when, in secure possession of solid gains obtained by agreement, they will sketch the infinite possibilities of getting something better by arbitration. It is a great pity that their protestations cannot be put to the acid test."

Our own view—and it is in no sense "official"—is that the award has provided "solid gains." But it cannot be regarded as a final, nor even a long-term settlement. In a time of continuously rising prices, we must lose no opportunity of seeking necessary adjustments of salaries. The N.E.C. is already pledged to that course. The task of the Association now—in all services—is to back the negotiators to the limit in their thankless task.

It's a public service Festival, too



by JOHN DOVER

ALTHOUGH THERE IS NO Pavilion of Local Government and Public Service in the Festival of Britain display on London's South Bank, NALGO members who visit it will find that the services they represent have played no unworthy part.

The transformation of the shabby and ruined South Bank itself is the embodiment of the London County Council's ambition to replace the mean buildings which formerly disfigured that magnificent site by successors more worthy of it. The exhibition is a first stage in the realisation of that dream. The old, unlovely chaos of sad dwellings, warehouses, factories, and waste-land has been replaced by the fairy palaces of a short-lived pageant but, among them, stands one permanent structure, the Royal Festival Hall, a triumphal achievement of local government and a lasting contribution to the arts of Britain. The exhibition itself is the work of the central government, but when the time comes to clear the ground once more, both it and the L.C.C. will combine to create a group of buildings worthy of this superb arena and of Britain's greatest city.

There will be few who will not find pleasure in the gay, if learned, exhibition which has been staged as the centre-piece of the Festival. NALGO members will see it both as citizens and as specialists in their several fields. Those concerned with public relations will be especially interested, for here is public relations writ as large as it has ever been. The clever use of colour and space will give enjoyment to all and will be appreciated by those who have themselves staged exhibitions in inadequate settings.

The display, as its designers emphasise, tells a continuous story—the story of Britain's land; its people and their historical development (there is even an ambitious and imaginative attempt to display the essence of their complex character); and a host of their achievements in government, science, and the arts.

On so vast a canvas many details are inevitably omitted. What has been done is to select significant samples and so to show them as to set the observer's mind working in channels that will reveal the full significance of a trend sketched only in outline. No specialist will see his subject displayed in all its logical detail. There are a few locomotives which mark important epochs of design; a few ships and parts of ships; in the homes and gardens section, a selection of the goods made in Britain to garnish the domestic scene.

This principle of selection must be remembered by the worker from the health services, who will see cunning displays of the bodily processes, stupendous instances of the curative arts at work, tributes to nursing and preventive services, but nothing about the organisation which makes these things available to all. The hospitals, the public health services, the administrative structure, are not shown. This is not said by way of criticism, but to remove a possible misunderstanding. When space prevents everything from being displayed, it was surely right to concentrate on the medical fundamentals and to omit the mechanics whereby they are brought to the people. Let it be added that the exhibits, which include topics like plastic surgery, blood transfusion, and the use of therapeutic drugs, are vivid and easy to understand.

The education pavilion concentrates on the new schools, for "there is no room . . . to project a picture that would do justice to the past history and present scope of the entire British educational system." Here, one can see fully equipped schoolrooms, arranged to show the technique of teaching by "projects" or joint exercises in which a group of children share. Those who have time should supplement what they see here by a visit to the new Susan Lawrence school in Lansbury, the "live architectural exhibit" in Poplar.

NALGO members in gas or electricity will see their services on show in countless forms. To the ordinary visitor, the most dramatic is in the illumination of the ornamental fountains. Here, amidst a fantastic confusion of fountains, are jets of gas flame which seem to leap out of the water itself and to burn magically in their unfriendly environment.

Road transport, too, has its place. Besides petrol-driven buses and coaches of traditional form are vehicles of types unfamiliar to lay observers, propelled by electricity or by a special type of diesel compression-ignition engine. Charming models of old-time passenger vehicles include the original London Shillibeer bus and the early electric trams of the London County Council and the London United Tramways Company.

Visitors are not allowed to forget that London holds many other attractions to-day. Next door, in County Hall, has been staged an exhibition of South Bank history. The story stretches from Roman times, when the South Bank was marshland, to the railway age of last century. Collections of articles in everyday use illustrate the changing social life of each successive period. Then there is the story of law and order, the river craft, the association of the South Bank with Chaucer, Shakespeare, and other giants of literature and the arts. The public services and industries of the area complete the record.

Poplar's "neighbourhood unit"

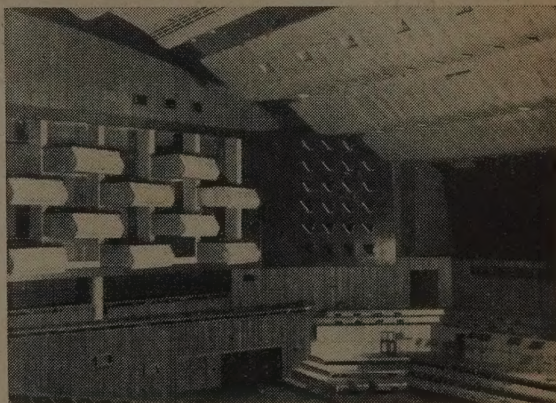
The journey to Lansbury—best made by boat along London's river—will be an obligation for every local government officer, for here he can see the living process of the rebuilding of blitzed London. Here, if anywhere, the old tag about Hitler being the best slum clearer rings true. For the Poplar pre-war streets were ill-planned, the houses badly designed and worn out, public buildings insufficient and poorly constructed. Lansbury is a "neighbourhood unit" and when complete will contain houses and flats of varying types and sizes, nursery, primary, and secondary schools, a home for old people, churches, pubs, shops, playgrounds and open spaces. All have been designed by leading architects working for the L.C.C. About half of the work is complete, and show places are on view.

Progress on other parts can be watched, and will be of interest to technical visitors. Although it is difficult to visualise the completed neighbourhood, for the building activity in the large area makes too great an impression on the mind, it is easy to see how the spacing and siting of the buildings, and the allocation of land for open spaces, will give a freer feeling to the people who will live there. When completed, the population of Lansbury will be less than half the pre-war population of that area.

Besides the "live" buildings, there is an exhibition explaining the principles of planning and construction on which Lansbury is based. In the shadow of a giant crane, symbol of Britain's reconstruction, a building research

pavilion shows the scientists' and architects' solutions to the problems of damp penetration, good lighting, and insulation against noise, heat, and cold, with a full-scale section of a bungalow to demonstrate how the knowledge is applied and another showing bad methods of building and their dire results. A town-planning pavilion containing large-scale models of planned estates, with their cleverly designed shopping centres, playgrounds, and industrial sites, provides a striking contrast with its surroundings—for every possible approach to Lansbury lies through the drab streets which are the legacy of the crammed building of the last century.

No visitor can claim to have "done" London this year unless he includes Battersea in his itinerary. Here he will find light relief after the more serious entertainment of the other Festival activities. But at Battersea, too, he can see yet another branch of local government enterprise, unique so far in this country—the open air exhibition of statuary. In the green and lovely setting of the park, works of international reputation are shown to the utmost effect. The first exhibition of this kind, held by the L.C.C. three years ago, attracted 150,000 people and was succeeded by similar exhibitions in several other countries. Once again, British local government led the way.



A glimpse inside the magnificent auditorium of the Royal Festival Hall, the only permanent feature of the South Bank exhibition, designed by ROBERT H. MATTHEW, architect to the L. C. C., and DR. J. L. MARTIN.



Flambeaux which seem to defy nature and float on the surface of the ornamental lake, make one of the most spectacular contributions from the gas industry.

A college for administrators

by LAURENCE WELSH

WE ALL KNOW the senior officer who has got to his eminence "the hard way" and who tells you that experience is the only school for administrators. All this post-entry training, he thinks, is more than a little academic. He learned his clerical and administrative arts by practising them and to this day he finds it hard to explain his methods, much less to defend them if alternatives are proposed.

Yet many local government officers are finding the benefit of organised tuition in the techniques of their trade; studies like those which have long been part of the training of professional or technical officers are now seen to have their place in fitting administrative and clerical staff for their jobs. But the need for tuition in the science (or is it art?) of administration itself is not yet so well established.

A small but important place in schemes of training is provided by the Administrative Staff College at Henley-on-Thames. When I was invited by NOEL HALL, the principal, to visit the college and see for myself how they try to raise the standards of administration in public and private employment, I first turned up the Hadow report of 1934 on the qualifications, recruitment, training, and promotion of local government officers.

Here are wise words about administrative ability, especially in senior staff whose early training and experience have been professional or technical.

"We recommend," said the report, "that when selecting their clerks, local authorities should direct their attention primarily to the administrative ability and experience of candidates . . . Local authorities should arrange that promising young officers have practical training in administration and, as far as possible, variety of experience . . . Officers should be encouraged to study the principles of public administration."

The committee claimed that it was a fair generalisation to say that the functions of any chief officers are mainly administrative; their technical qualifications are of secondary importance. The committee even caused a flutter in medical dovecots by its statement that there was something to be said for the view that a layman could well manage the public health department of a large authority.

However this may be, the importance of administrative ability in senior officers is incontestable. What has the Administrative Staff College to offer in fostering that ability?

The question can best be answered by a short description of the college and its methods. It is open to men and women in the thirties or early forties who have shown capacity for management. They come from industry and commerce and the public services, on their employers' nomination and usually at their expense (the fee is £200 for a session of three months).

Since supply exceeds demand, the college authorities can pick candidates in such a way as to enrol as wide a variety as possible. Indeed, the whole basis of the college method is to mix technical, professional and lay people, those from large firms, small firms, and the public services, so that everyone discusses common problems with a varied group of fellow-collegians.

The members of the college (who number about sixty) are divided into syndicates of ten, these again being chosen to give wide variety of experience and occupational background.

Studies are both theoretical and practical, the two aspects being skilfully interwoven. I can best explain the methods by an example. The syndicate of which I became an honorary member for the day contained a post office



Greenlands, a residential college, handsomely appointed in a plutocratic riverside mansion. Study courses are severe, but social activities provide well-earned relief.

All photographs on this and the following two pages are reproduced by courtesy of the Editor of "Progress", the magazine of Lever Brothers and Unilever Limited. The photographs were taken by Felix Fonteyn.



The selection board method of choosing candidates preserves a balanced assembly of fellow-collegians from industry, commerce and the public services.

official, an Air Force officer, an industrial chemist, an engineer, a senior local government officer, and others. The task which they were to tackle was that of labour relations. The whole college listened to an opening talk on the history of trade unionism and of the growth of collective bargaining.

After the talk, the college divided into its separate syndicates, each of which has a chairman and a secretary (these change for each subject). "My" syndicate got down to a detailed allocation of duties: first, the chairman asked each member to narrate his own knowledge and experience of the subject. According to the replies, each was allotted a suitable task. One was to read standard books on collective bargaining and to submit a summarised report on what he found. Another was to visit a large factory and "sit in" at a meeting of a works council. A third would go to a Trades Union Congress school for trade union officials and come back with his impressions. And so on. The member of the college staff who was present intervened only rarely to give some factual information or to suggest a possible source of inquiry.

The group studies were organised to an end, for the syndicate was, on completing its examination of the topic, to prepare a 2,000-word report on how to foster and maintain good relations between employers and employed. That report was to embody the collective point of view, and was to be presented to a full meeting of college members where similar documents from the other syndicates would also be presented. Each chairman would expound and defend his syndicate's report.

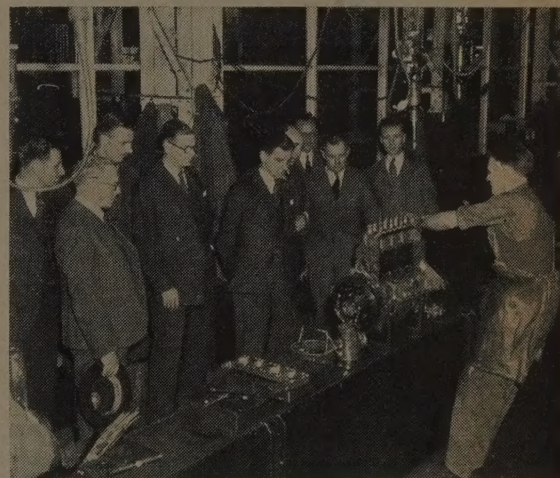
This short sample of the method of working shows how the members are exercised in administrative arts. They are given a specific problem: they examine their "staff" and allocate tasks according to their suitabilities; they discuss sources of information—whether in books or in practical life—and then lay them under contribution. Then, when material is assembled, it is examined, the worth of its various parts is assessed, points of view are reconciled, and a common policy is evolved; the policy is put into writing, and finally has to be "put across" to outsiders who may have quite different attitudes. As a teaching method, this struck me as highly effective. It brought out the talents of every individual and gave them wise employment.

The change of chairmen and secretaries, and the switching round of all members from one syndicate to another, ensures that everyone gets an opportunity for leadership and mixes as widely as possible with other members.

I asked the college staff about the local government content of the course of studies and how it went down with members who came from other fields of employment. The paper study follows familiar lines—examination of the



Research into standard works on the subject involved—aided by a well-equipped library and a helpful librarian—is an essential part of each course.

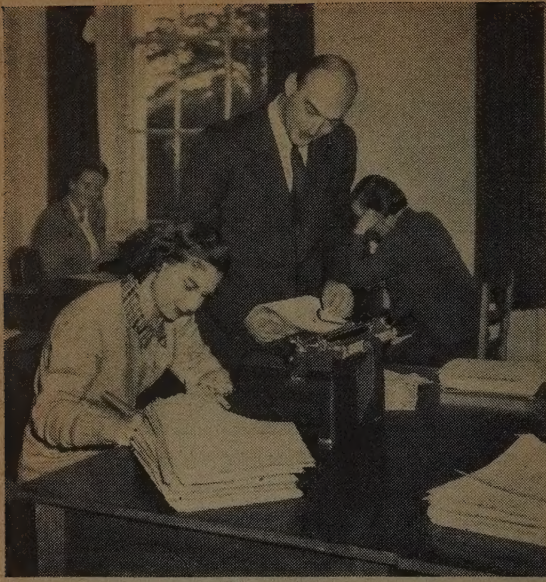


Some members visit factories, following the production line from start to finish, where they are able to study practical difficulties and potential bottlenecks on the spot.

structure and methods of the various types of authority, and the relations between local authorities and the community on the one hand and with central government on the other. But this paper work is supplemented by visits to county and town halls, where the work of the authorities is shown by members or officials. Visitors who occupy leading positions in local government come to the college, give general talks, and mix with the members of the syndicates, answering questions and entering into the discussions.

The "specific task" arising out of the local government section of the course is to prepare a report on the value to the community of the existing local government system and what action is necessary by individuals in all walks of life to keep in effective operation those features of the system which the syndicate regards as worthy of preservation.

It is no wonder that Mr. Hall claimed that they are doing a big job of local government public relations. Members of the college, present and past, to whom I spoke told me how informative the studies of central and local government



Back to the college where, after a "get together" to exchange views and experiences, the syndicate's report is prepared in draft, later to be analysed and revised in the light of "second thoughts."

are to the members coming from other occupations. Too often ready to regard the governmental system as no more than a series of hindrances and restrictions, they learn the positive contribution which it makes to public welfare and some of the reasons which lie behind its seemingly over-ponderous methods or its inquisitive questionnaires.

Not that the benefits are all on one side. Local government officers told me that they had gained, in their college residence, a closer insight into the problems facing industrialists and the way they are tackled—many of them similar to those handled in the local government sphere. The atmosphere of free debate, easy social intercourse, and the common pursuit of tasks promotes wider understanding between members of one walk of life and another.



All reports completed, the chairmen of the various syndicates meet to discuss, with guidance from a member of the college staff, the salient points of each report, and to complete arrangements for the college conference.

The good qualities of the college technique are indeed clear. I must mention a few doubts—they are no more. In the nature of things, only a minority of those who show promise of outstanding executive capacity can hope to go to the college. Will they be fairly chosen, on merit and not by favouritism? Will the town clerk see that all departments and all professions get an equal chance of admission? And can we be sure that those lucky enough to enjoy the privilege will acquire no special hallmark or advancement beyond what their own merits entitle them to?

Such are some of the doubts in the minds of local government officers. They mark dangers which must be borne in mind and avoided. The employing authorities may question the price. £200 seems a large sum for twelve weeks' board and tuition. But I saw enough to make me realise that if the thing is worth doing it should be done thoroughly, and I was convinced that, although this college is an educational instrument which wants using with due care, it is one which the local authorities are wise to use in increasing measure.



Finally, the syndicate chairman presents a detailed report on the work of his group, for examination and discussion by all students. Individual opinions are freely expressed and methods advantageously compared.

The return of Sherlock Holmes

THAT SHERLOCK HOLMES lived—still lives, indeed, in ageless retirement among his bees in Sussex—is conclusively proved at the exhibition opened by St. Marylebone borough council on the site of Holmes's old rooms, 221b, Baker Street, on May 22.

The exhibition—the most enterprising, imaginative, and romantic of the many local government Festival activities—had its origin in a reader's suggestion to G. B. STEPHENS, the borough librarian, that, since Holmes was one of St. Marylebone's most famous citizens, the library might stage an exhibition about him. The suggestion was passed on to the council, which proposed that it should be included in a civic exhibition, and referred it to the libraries committee.

The press misinterpreted the decision as meaning that the council had dropped the idea. Immediately, hundreds of people wrote in protest and several of Holmes's own circle engaged in a correspondence in "The Times." DR. WATSON, his biographer, backed the original proposal. MRS. HUDSON, his housekeeper, still living, apparently, at 221b, Baker Street, suggested that there should be a permanent exhibition in Madame Tussaud's near by. MYCROFT HOLMES, the great detective's brother, supported, and even his one-time rival, ex-inspector LESTRADE, late of the Metropolitan Police, emerged from retirement in Tooting to say that he could not understand what all the fuss was about.

Offers of help in completing the exhibition came from Holmes societies all over the world: the Baker Street Irregulars; the Creeping Men of Cleveland; the Dancing Men of Providence; the Sons of the Copper Beeches, Philadelphia; and even from a Holmes Society in Tokyo. Encouraged by this overwhelming demonstration of interest, the council decided to go ahead.

It found that the site of 221b, Baker Street—now the registered address of the London Mystery Magazine—was occupied by Abbey House, the offices of the Abbey National Building Society, and the Society agreed to house the exhibition there. Relics began to arrive from all over Britain and the world. MISS PAGET, daughter of SIDNEY PAGET, who illustrated most of the Holmes memoirs—four novels and fifty-six short stories—when

they appeared in the "Strand Magazine" between 1886 and 1927, sent many of the original illustrations, together with photographs of her uncle, the model for Holmes, and furniture which appears in the pictures.

Others supplied personal relics and material recalling his more famous cases: his revolver (for which Mr. Stephens has been granted a firearms licence), his Stradivarius, his hypodermic syringe, his deerstalker, one of his Persian slippers, the microscope with the aid of which he tracked the coiner "by the zinc and copper filings in the seam of his cuff," his dark lantern, the Giant Rat from Sumatra—even the old gold snuff box with a great amethyst in the lid, presented to him by the King of Bohemia as "a little souvenir . . . in return for my assistance in the case of the Irene Adler papers." Even Scotland Yard forgot its professional jealousy of the greatest of private detectives so far as to provide a plaster cast of the footprint of the Hound of the Baskervilles, a pair of handcuffs, and samples to illustrate Holmes's monograph on The Uses of Plaster of Paris as a Preserver of Impresses.

Every relic was carefully checked against the evidence of the stories, by C. T. THORNE, of the libraries department, who has prepared the collection, and many had to be returned because they did not fit the clues. Some are still in doubt. A museum supplied the snake which Holmes revealed as the secret of The Speckled Band—"a swamp adder, the deadliest snake in India" which could kill in ten seconds. But the snake which arrived is a cobra—and a major-general has pointed out that, while it would have been deadly enough, it could not have climbed the bell rope sufficiently fast to evade the lashes of Holmes's cane. These and similar mysteries have been investigated by DR. W. T. WILLIAMS, lecturer in botany at Bedford College. What was the lion's mane? the remarkable worm? Why was the hound luminous? What was the Holmes test for bloodstains? The answer often seems simple—but Dr. Williams has found that the stories themselves, and other experts, can disprove initial theories.

The answers to these and similar problems can be seen in Holmes's rooms from now until September, while students of Holmes and his creator, SIR ARTHUR CONAN DOYLE, will lecture in the library. And if any still doubt the authenticity of the memoirs, they may find brother Mycroft, Mrs. Hudson, Inspector Lestrade, and possibly even old Dr. Watson himself, looking in to shatter their disbeliefs with a murmured, "Elementary, my dear Sir!"



Holmes's dark lantern, sent from Holland by a Dutch enthusiast. It will be returned, after the exhibition, with a certificate of its "authenticity."

The illustration at the top of the page is from "The Sign of the Four," published by John Murray.



The counters recount

THOUGH census enumerators were drenched and frozen, overworked, and underpaid, the colossal response to last month's competition proves that they retained their sense of humour. We have been overwhelmed with stories, not only grave or gay, but fantastic, grim, and even macabre. First prize of £1 1s. goes to J. A. COOMBS; 10s. 6d. to the sender of each of the other stories published, and our condolences to those who sent a further 140 for which, alas, we have no space.

The bulldog breed

THE NIGHT was dark, the wind howling, as I groped with the aid of a dying torch to the door. I knocked. Silence. I knocked again. Still silence. I knocked for the third time and was about to leave when I heard voices. The door partly opened—to reveal a middle-aged spinster wielding a long gleaming sword at the ready, covered by a grey-haired old lady also with a sword shaking in her hands.—J. A. Coombs.

Good at figures?

SHE LEANED provocatively against the door-post, a dizzy blonde in pyjamas and a sketchy wrap. "I'm staying here for the night with my friend," she ex-



plained. "I'll call her for you." She turned and trilled for Molly, who tripped downstairs in a nightie and a dainty bed-jacket.

"Oh, Molly," she said, "this gentleman wants to know a thing or two—he's a sensuous man."—A. D. Baker.

Wedding guest

THE ESTONIAN couple, tenants of a single room, had just been married and were celebrating. I offered my good wishes and stated my business.

"I tell nothing, yet! First you have a drink," said the groom, sitting me next to the bride. She gave me a glass of gin and told me to drink it off. Not wishing to offend, I did as I was told. The husband gave me beer, the best man handed me another gin, and the groom

another beer. At last I obtained the information, then, as, somewhat hazily, I bade them farewell, the bridegroom whispered, confidentially: "Please—you not bring anyone to share this room tonight!"—Norman Bradley.

Table d'Hôte

Enumerator: "How many males have you in this household?"

Irish Householder: "Breakfast, dinner, and tay!"—A. W. Spence.

Grand old lady

"MY POOR SOUL," she said. "How wet you are—do come in for a little while." She sat me in front of the fire and made me a cup of tea, talking with insight and authority on many subjects. I drank another cup of tea.

"I won't delay you," she said. "I know that you have a lot of work to do. Goodbye—I'll see you again in ten years' time."

She was 100 years old.—A. D. Baker.

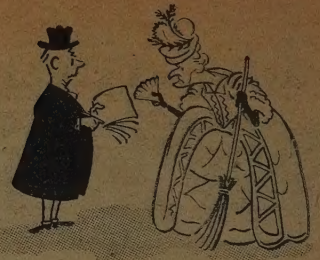
Inopportune call

IT WAS almost dark, but I decided to visit one more isolated bungalow before "calling it a day." I rang the bell. No answer. As there was a light in the house I continued ringing until at last the door was opened by a man, bare-foot and wearing a hastily-donned dressing gown, dripping water from head to foot! I quickly explained my mission and was cordially invited to step inside where, to the sound of chattering teeth and trickling drops of water, he gave me the information required before returning to his rudely disturbed bath!—W. E. Hewett



Touching example

HE WAS BLIND, his wife lay ill in bed. I told him that I would gladly complete the form for him when I called to collect it. But when I called again, he said: "Sir, the form is ready. I hope you will find it correct, I got someone to guide my hand, I know you must be a very busy man."—A. E. Stephenson.



Voice from the past

"I CAN'T rightly remember when I was born," she said gravely. "But I must be getting on a bit, as my daughter tells me that it was in 1774."—H. Prewe.

In vino veritas

"YOU'D BETTER look at it carefully," she warned, as she gave me the form. "He was as drunk as could be last night, but because it said midnight he wouldn't do it a minute before. And the worst part was, he wouldn't let any of us go to bed, so that he could be sure we were all alive at the appointed time!"—G. M. Smith.

No doubt

Enumerator: "I see your husband is a serving soldier. Did he spend the night here?"

Young Woman: "Blimey, I'll say he did!"—G. L. R.

The mud lark

I FLODDED up the hill towards the farm-house. The mud becoming deeper, I took to the grass—and sank into bog. Regaining the track, I struggled on again, in mud now about eight inches deep. With each step it became more difficult to pull my feet out, until, while still 25 yards from the farm-yard, I came to a stop, exhausted and firmly rooted in the mud. To crown all, I overbalanced and fell forward on my hands in the black sticky stuff. It took ten minutes' shouting before the farmer appeared on horseback, and rescued me by my hanging to his stirrup leathers.—G. E. Hardy.

Modern Gulliver

THE BIG IRISH WOMAN asked me to accompany her to the kitchen where, to make myself heard above a blaring radio, I shouted the questions whilst two children played tug-of-war with the table on which I wrote; another tried to force a piece of bacon rind into my mouth, and a fourth played around my feet. It was when I rose to leave that I discovered my legs firmly clamped together, and finished my interview on the floor, unwinding a skipping rope from around my ankles.—W. A. Ayers.

Friend in need

AFTER I had knocked three times the door opened a couple of inches, a

nose peeped out and a harassed young man met me with: "Thank goodness it isn't a woman. What do you want? Never mind—can you tie a bow tie?" When I said I could, he cried: "Then come in, old man; for Pete's sake help me." The door was opened and I beheld him in all his glory—boiled shirt, a tangled mass of bow tie—and no trousers. He'd been struggling for fifteen minutes, through four clean collars, to fashion the bow normally tied by his wife. I tied a champion bow. I was "courteous and conciliatory," and I got my information. —R. Smith.

Grim encounter

I AM 21, and the youngest enumerator in our town. In one house in my district lived a man aged 79 and his housekeeper, aged 84.

When I went to collect the form he asked me to help him complete it. I followed him into the room, where he was having his tea—then, to my horror, I saw the body of his housekeeper laid out under the window alongside the table. "This is my housekeeper," he said. "She died last night. She won't have to go on the form, will she?" I gasped "No" and left him in his rocking chair, finishing his tea.—Nancie I. Yates.

Homo Sapiens

"THE NEXT TIME there is a Census I'm going to fill in the form," she said indignantly, as she handed it to me. "But my husband insisted that he was head of the household—and now, according to him, he is the mother of two children, and we are both at school!" —J. W. Brown.

Right out for the count!

THE ENUMERATOR worked his way down the back of a block of buildings, but there was no reply to his knocking at the last door. At length a man appeared from another door farther up the block. "What a' tha knocking on theer for?" he asked. "Government Census," replied the enumerator. "Can you tell me if anyone is living here?"

"If there is anybody living theer, I'm off," was the terse retort. "That's mortuary." —J. Chambers.

Wotcher, cock!

I WAS DISTRIBUTING the schedules in a blinding snowstorm. I groped my way along a cart track to the house, its light shining like a beacon. Perhaps a friendly farmer and his wife were having supper. I had visions of a



At Random

by 'HYPERION'

Black looks?

"If you were to put our income-tax officials on an uninhabited island," said the agitator, "they wouldn't be there twenty-four hours before they'd have their hands in the pockets of the naked savages."

In the swim

"He must be a black marketeer. He says he can give me everything money can't buy!" —Edinburgh Evening News.

Full circle

Inflation is when people have so much money they can't afford to buy anything because it's too expensive because of inflation.—Walter Kiernan.

Hopeless impartiality

A British soldier serving in Korea writes that he asked an elderly Korean what his people felt about the war. The old man replied: "It does not matter to a blade of grass whether it is eaten by a horse or a cow."—Letter in "Picture Post."

Greatness achieved

"And who is this?" asked the American, when he came to the tomb of the Duke of Buckingham, in Westminster Abbey. "Say," said his friend, "don't you remember him in Forever Amber?"

Snakes alive?

The council has asked other municipal authorities what steps they have taken, or consider could be taken, to get rid of starlings on their buildings. But it appears that little so far has been done

cup of hot coffee, even a drop of whisky. I knocked and waited. I knocked again. My hands were numb. "Curse the fools," I muttered, "are they all scared?" I stepped to the window, peered in, and saw—about 50 hens roosting inside! —Arthur Goodyear.

anywhere in this country to try to find a remedy.

Among suggestions received by the council are electrified wires, crackers, smoke-bombs, "sound effects," spraying the ledges, and mooring painted balloons on the buildings. Caretakers cracking whips from windows is another idea. Birmingham has passed on the plan of an American in the Middle West who suggests placing rubber snakes on the roosting ledges.—The Observer.

Definition

A probe is a democrat identifying those who would purge him if they got the chance.—John A. Lincoln.

The very rich man

He'd have the best, and that was none too good;

No barrier could hold, before his terms.

He lies below, correct in cypress wood,
And entertains the most exclusive worms.

Dorothy Parker.

Not even for the Home Guard

Huddersfield today decided, re-armament or no re-armament, that it does not want a collection of cannibal weapons offered to the town by a local councillor. —Manchester Guardian.

Learning fast

Art for Delinquent Girls. The Taste for Old Masters.—Headlines in Times Educational Supplement.

A libel refuted

"A mind like a sewer," someone said!
Indignantly abusive,
Comparisons may inapt be,
Mistakenly elusive.

Great friend of man a sewer is,
Contemptuously regarded,
Until it's choked by wrongful use.
Its benefits retarded.

Its inclination is to flow,
With calculated motion,
Obeying its designer's art,
Proceeding to the ocean.

The dew of heaven its colleague is,
Enabling it to function,
And adding sweetness to its course,
With purifying unction.

Then let our minds like sewers be,
Beneficently serving,
Self-cleansing, self-contained, and sure,
With purpose never swerving.

A. K. D.



"ABINGDON" WRITES HIS NALGO

DIARY

CONFERENCE DELEGATES are to have the chance of seeing "To be a Woman," the film made by Jill Craigie for the Equal Pay Campaign Committee, and towards the production costs of which NALGO contributed £100 and branches and individual women members still more. It will be shown at the Tatler cinema, Blackpool, eight times daily throughout Conference week.

Simultaneously with this announcement comes news that, at long last, the film has found a commercial distributor, through whose efforts it is hoped to secure for it a wider showing in the cinemas than seemed likely. But in view of the distaste of exhibitors for any film that is more than just entertainment, it will still need a good deal of pressure to persuade them to take it. All branches and members who would like to see it should, therefore, continue to pester their local cinema managers—who can now book it from the Regent Film Corporation, at 60, Wardour Street, London, W.C.1.

Local government made easy

Those branches and members who have made use of the excellent pictorial charts of local government, "You and Your Town," in municipal exhibitions and to illustrate talks and lectures, will be glad to know that their producers, Educational Productions, Ltd., have now republished them in booklet form under the same title. The booklet was prepared in collaboration with NALGO's public relations department and contains, in 36 pages, the original 17 charts plus 16 pages of text and two of questions. It provides a clear and concise picture of the structure, working, and services of local government, ideal for senior school-children and the layman who wants to know without the trouble of studying lengthy text-books. It would also be a useful "refresher" for examination students.

The price is 2s. per copy, but the publishers have agreed to allow a discount to branches buying copies in bulk for re-sale to members or to the public. Orders to Educational Productions, Ltd., 17, Denbigh Street, London, S.W.1, mentioning NALGO.

A fine exhibition

How easy it is, given enterprise, imagination, and hard work, to stage a first-class local government exhibition has again been demonstrated, this time by the Sutton and Cheam branch.

For the job, the branch had only a grant of £50 from the council, plus the

co-operation of chief officers and the spare-time energies of its members. Yet an album of photographs sent me by S. B. TREVETHICK, branch P.R.O., makes it clear that, with these slender resources, they put on a show fully meriting the praises of the Mayor, Councillor DOROTHY WEBSTER, who said when she opened it: "It is really magnificent and has absolutely stunned me. There has never been an exhibition like this in Sutton."

The work of every department was brought to life with pictures, diagrams, maps, models, and the actual apparatus and materials used, most found in the departments and all clearly and ingeniously displayed.

Croyde Bay complete

NALGO beat the Festival of Britain last month in having the new entertainments hall at Croyde Bay holiday centre—built to replace that burned down in 1947—ready for the opening day on May 12. The hall, superbly equipped and furnished, with stage, dance floor, and sun lounge, is closely modelled on the old one. This year's visitors will thus find the centre almost exactly as it was in the happy pre-war days, and able to offer just as delightful a holiday. Though accommodation is rapidly filling up, there are still vacancies for June and September.

Essay competition

Once again, the I.P.A. invites public officials throughout the Commonwealth to enter for the annual Haldane Essay Competition, offering a prize of £10 and a silver medal to the writer of the essay regarded as the most useful contribution to the study of public administration, with additional prizes of three guineas for any other essays published in the Institute Journal. The closing date is August 31, and details can be had from the Institute.

A holiday in Holland

A member tells me of a Dutch schoolmaster friend of his who is willing to be host to a "well-spoken Englishman" for the first two or three weeks in July. The only expense to the guest will be his fare to Holland—about £12. Any reader interested should write to A. J. STORER, "Cheriton," Eleven Acre Rise, Loughton, Essex.

Whitleyism explained

When, in hospital recently, I asked a young physiotherapist if she was a member of NALGO, I was met with the devastating

reply: "Oh no—you see, our pay and conditions are settled by Whitley Councils!" After this demonstration of ignorance of the meaning and working of collective bargaining, I welcomed the news that an excellent paper on it, prepared by J. R. E. SABINE, eastern district organisation officer, for discussion at a district weekend school, has been republished as a twenty-page booklet.

New district officer

I welcome to the Association's staff this month KENNETH J. DAVIES, newly-appointed southern district officer. Mr. Davies has been a member of the Association for 17 years, becoming chairman of Cardiff branch in 1948, and vice-president last year.

Retirements

My good wishes to the following members who have retired recently:

JOHN MOSS, C.B.E., executive officer for residential services, and former public assistance officer, Kent C.C. Mr. Moss is one of Britain's leading authorities on social services, both statutory and voluntary, is chairman of the National Old People's Welfare Committee, and was a member of the Curtis Committee which made such far-reaching proposals for the welfare of deprived children. A leading member of the former National Poor Law Officers' Association, he became prominent in NALGO affairs after its amalgamation with NALGO in 1930.

He was president of the Kent County Officers' Guild from 1930 to 1939.

E. M. BOURNE, Hull's deputy city treasurer, one-time branch president and member of the N.E.C. and Yorkshire district committee, after 46 years' service. V. O'CONNOR, chief administrative assistant in Cheshire public health department, after 47 years' service—in the course of which he had not even half a day's absence for sickness.

J. PARKER, chief clerk in the town clerk's department, Preston, a founder member of the Preston branch, and leading district bowls player, after 43 years' service.

Congratulations to—

SHEILA GORDAN, chief clerk to the surveyor at Prestatyn, and an active branch member, on her appointment as a Justice of the Peace for Flintshire.

J. STUFFINS, vice-president of Harrogate and district branch and branch P.R.O., on his election to the presidency of the Yorkshire Federation of the Museums Association.

Obituary

I regret to record the deaths of the following members:

R. GOUGH, chairman of Willesden branch and member of the former Middlesex District Whitley Council.

PETER HAMILTON, founder member of Glasgow branch, and member of the branch executive committee for many years.

Women's unity and men's aid are needed to win equal pay

by MARGARET HAMILTON*

"TO BE A WOMAN" is the title of the new Jill Craigie film advocating equality for women.

Glasgow branches, themselves responsible for raising a considerable sum of money towards the making of this film, and for stimulating other branches throughout the country to do so, held a special meeting recently to show the film to interested members, and I was proud to be asked to address them.

After sixteen years' local government service, it was a wrench to be forced by circumstances (among them Glasgow Corporation's insistence on the out-of-date marriage bar) to leave the service last August. But one thing is particularly satisfying in my new mode of life: I spend part of each day writing, and, in paying me for this, *neither publisher nor editors reduce their rates because I happen to be a woman.*

I also make some attempts at house-keeping, and I had until recently the added responsibility of looking after two invalid parents. Thus I can claim to have a wider understanding of the problems of women as a whole than I had in the days when I was apt to see the struggle for equality as simply a battle between Us and the N.E.C. And, by the way, I still do a part-time shorthand and typing job, so I haven't lost sight of the woman clerical worker's point of view!

Is his job safe?

It seems to me that women are not sufficiently united on the whole question of equality of pay and opportunity. I know that when I was a local government officer I used to be infuriated by the attitude of the matronly woman, pre-occupied, with household cares, who resented any suggestion that "a slip of a girl" should have the same pay as her husband who had to keep her and several children as well as himself. I would explain, as patiently as I could, the point which is made so effectively in the film, by asking "Is his job safe? . . ." so long as a woman is allowed to do it for far less money than he gets.

I now know that the response of the *materfamilias* would have been much more sympathetic if I had shown any interest in her special problems arising from the rising cost of living, food shortages, and so on.

It is a fact that, whether some people like it or not, more married women are

today in paid employment than at the peak of the war years. The need for extra money has forced them out to work. Now, I am one of those who believe that it is a good thing for all women, married or unmarried, to have equal opportunity of doing some job other than house-keeping. But, unless local authorities provide day nurseries and British restaurants, plus many more labour-saving homes to take the drudgery out of women's lives, and unless all employers provide adequate canteen facilities, going out to work simply means a double burden for them.

Ageing population

This does not apply only to married women; as the film shows, the proportion of old people in this country is increasing all the time, so that more and more single women are likely to have the responsibility of a job, plus housekeeping, plus the care of elderly parents, without the help of either equal pay or a co-operative husband. (My husband sometimes says that his co-operation is achieved in the same way as "volunteers" are got in the army—but the fact is that he believes as sincerely as I do in full equality for all human beings, irrespective of sex, race, colour or creed.)

But another kind of co-operation is wanted from our men-colleagues and relatives. Most men in NALGO, I fear, though sympathetic towards the question of equality—whenever it is raised by women—seem to feel that it is a woman's problem for women alone to solve.

One of the many questions raised at the meeting was about the rate paid by Glasgow Corporation to women bus cleaners. These women, after a short probationary period, have the same wages as men bus cleaners, and this was brought about not by the women themselves but at the instance of the male cleaners, through their union, before ever the women were employed! It was intended as a safeguard, so that men returning from the war would not find their jobs given over to cheap labour.

I can't help wondering whether our white-collared male colleagues, in similar circumstances, would have taken the same stand. Looking at their record on this equal pay question over the past number of years, I distinctly "hae my doots."

Film "a strong ally"

Women local government officers should recognise the film, "To be a Woman" as a strong ally, a wealth of argumentative support. Has your branch applied to the Equal Pay Campaign Committee in London or Glasgow for permission to show the film? If not, I advise you to get on the job at once, for the film is, justifiably, in great demand.

Members of the Glasgow branches attending the showing of the film passed unanimously a resolution to be sent to the Prime Minister, the Chancellor of the Exchequer and all local Members of Parliament calling for Britain's support at the International Labour Conference in Geneva this year for a "convention," as opposed to a mere "recommendation" in favour of equal pay for equal work.

Not until this principle is honoured in the letter and in the spirit can the local government officer or anyone else (in the closing words of the film) be "proud to be a woman"—or (in the closing words of this article) to be a man.

Benevolent and Orphan fund faces £6,575 deficit

SUBSCRIPTIONS to the B. and O. Fund last year were insufficient to meet the costs of the gifts, grants, and expenses of the Fund, and £6,575 had to be withdrawn from capital resources to balance income and expenditure accounts. The income during the year, from subscriptions, donations, interest on investments, and all other sources, amounted to £46,164, and expenditure, which included the deficit on Knole Lodge convalescent home, was £52,739. The B. and O. Fund had to sell £10,000-worth of investments to meet this deficit, which will mean a reduction of future income from interest.

Direct grants made during the year totalled £43,902, and the B. and O. committee was informed at its last meeting that if grant expenditure continues at the

same level as in 1950, and if deficits on convalescent homes can be held at not more than £2,000, the fund will require an additional income of £6,000 this year.

Only 80.8 per cent of the Association's membership are regular subscribers. A sampling of branch returns shows that 70 per cent of them pay three shillings annually, and of the remainder a large majority pay more than three shillings. If only the elusive 19.2 per cent of non-subscribing members could be persuaded to help the Fund, the additional £6,000 required would be assured. To do that, branches should go all out to get 100 per cent of branch membership to subscribe: if that is done the Fund will be able to continue its beneficent work without drawing upon dwindling resources.

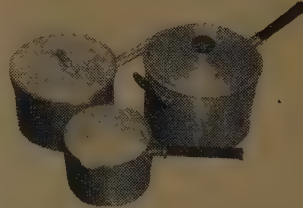
* Miss Hamilton is ex-convener, Glasgow branch women's sub-committee, author of the novel "Bull's Penny," and well-known to "L. G. S." readers as "Tobias."

Purchasing Power

Of course the wife wants to buy blankets, sheets, shoes for the kiddies, and a host of other essential things from the contents of your pay packet.

Of course the contents of that pay packet is always too small to meet her requirements.

Of course she has been waiting for your salary to increase



but



what would she do if you were not there to bring home a pay packet?

what provision have you made against such an eventuality?

Explain the position to your wife. Because she is your partner she will appreciate your concern and will encourage your effecting a

LOGOMIA LIFE ASSURANCE

NALGO INSURANCE DEPT., 1, YORK GATE, LONDON, N.W.1.

Service conditions news

Local government salaries award

AS MOST MEMBERS will now have heard, agreement on higher salaries for local government officers was reached at a meeting of the local government National Joint Council held in Birmingham on April 24.

NALGO had claimed an all-round increase of 20 per cent in the salaries of all local government officers within the purview of the N.J.C.—namely, all earning up to £1,000 a year, other than those chief officers for whom separate negotiating machinery has been established.

The employers refused to agree to a percentage increase, and the award finally approved was reached only after long and strenuous negotiation. It provides for the new scales set out below to come into effect from April 1, 1951. For the convenience of readers, we have also set out the former scales and the amount of the increase.

General Division—Men

Age	Old	New	Increase	% Increase
16	£135	£150	£15	11.1
17	140	165	25	17.9
18	160	180	20	12.5
19	180	200	20	11.1
20	200	220	20	10.0
21	220	245	25	11.4
22	245	270	25	10.2
23	260	290	30	11.5
24	275	310	35	12.7
25	290	335	45	15.5
26	305	360	55	18.0
27	320	380	60	18.8
28	335	400	65	19.4
29	350	410	60	17.1
30	360	425	65	18.0
31	370	425	55	14.9
32	385	425	40	10.4
Overall	£4,530	£5,190	£660	14.6

General Division—Women

Age	Old	New	Increase	% Increase
16	£108	£120	£12	11.1
17	112	132	20	17.9
18	128	144	16	12.5
19	144	160	16	11.1
20	160	176	16	10.0
21	178	196	18	10.1
22	198	216	18	9.1
23	210	232	22	10.4
24	222	248	26	11.7
25	234	268	34	16.2
26	246	288	42	17.1
27	258	304	46	17.8
28	270	320	50	18.5
29	282	328	46	16.3
30	290	340	50	17.2
31	296	340	44	14.9
32	308	340	32	10.4
Overall	£3,644	£4,152	£508	13.9

Clerical Division—Men

	Old	New	Increase	% Increase
	£395	£445	£50	12.7
	410	460	50	12.2
	425	475	50	12.0
	440	490	50	11.4
Overall	£1,670	£1,870	£200	11.9

Clerical Division—Women

	Old	New	Increase	% Increase
	£	£	£	
	316	356	40	12.7
	328	368	40	12.2
	340	380	40	11.4
	352	392	40	11.4
Overall	£1,336	£1,496	£160	11.9

Higher Clerical Division—Men

	440	490	50	11.4
	455	505	50	11.0
	470	520	50	10.6
	485	535	50	10.3
Overall	£1,850	£2,050	£200	10.8

Higher Clerical Division—Women

	354	394	40	11.2
	366	406	40	10.9
	378	418	40	10.6
	390	430	40	10.2
Overall	£1,688	£2,048	£160	10.7

A.P.T. Division (Men and Women)

I	Old	New	Increase	% Increase
	390	440	50	12.8
	405	455	50	12.3
	420	470	50	11.9
	435	485	50	11.5
II	420	470	50	11.9
	435	485	50	11.5
	450	500	50	11.1
	465	515	50	10.8
III	450	500	50	11.1
	465	515	50	10.8
	480	530	50	10.4
	495	545	50	10.1
IV	480	530	50	10.4
	495	545	50	10.1
	510	560	50	9.6
	525	575	50	9.5
V	520	570	50	9.6
	535	585	50	9.3
	550	600	50	9.1
	570	620	50	8.8
V(a)	550	600	50	9.1
	570	620	50	8.8
	590	640	50	8.5
	610	660	50	8.2
VI	595	645	50	8.4
	615	665	50	8.1
	635	685	50	7.9
	660	710	50	7.6
VII	635	685	50	7.9
	660	710	50	7.6
	685	735	50	7.3
	710	760	50	7.0
VIII	685	735	50	7.3
	710	760	50	7.0
	735	785	50	6.8
	760	810	50	6.6
IX	750	790	40	5.3
	800	830	30	3.8
	850	870	20	2.4
	900	910	10	1.1
X	850	870	20	2.4
	900	910	10	1.1
	950	950	—	—
	1,000	1,000	—	—

As will be seen from the above, the effect of the award in the General Division is to give the maximum increases of £55—

£65 to those in the "marrying ages" of 26 and upwards (where the increases closely approach the 20 per cent claimed) and to reduce the age at which the maximum salary is reached from 32 to 30. Above the General Division, there is a flat-rate increase of £50, save for women in the Clerical and Higher Clerical Divisions, where the scales retain the 80 per cent ratio with the men's scales, giving a flat-rate increase of £40, and in A.P.T. Grades IX and X, where the increase is scaled down to nil at the top of Grade X.

In addition, the Council approved consequential increases in the Miscellaneous Division, and for other groups of employees covered by the Charter. These are:

Miscellaneous Division

	Old	New
I	245 × 10—285	285 × 10—325
II	270 × 15—330	310 × 15—370
III	315 × 15—375	355 × 15—415
IV	360 × 15—420	400 × 15—460
V	405 × 15—465	455 × 15—515
VI	450 × 15—510	500 × 15—560

Superintendents and Matrons

(a) of Residential Accommodation under the National Assistance Act, 1948.

Superintendents

Beds	Old	New
99 and under	265 × 15—355	292 × 15—382
100—199	340 × 20—400	367 × 20(2) × 27—434
200—299	380 × 20—440	407 × 27 × 20(2)—474
300—399	450 × 20—500	474 × 20—534
400—599	500 × 20—560	534 × 20—594
600—799	550 × 25—625	584 × 25—659
800—999	625 × 25—700	659 × 25—734

Matrons

Beds	Old	New
99 and under	235 × 15—325	262 × 15—352
100—199	292 × 15—340	322 × 15—367
200—299	310 × 20—370	337 × 20—397
300—399	340 × 20—400	367 × 20—427
400—599	400 × 20—460	434 × 20—494
600—999	450 × 25—500	484 × 25—539

(b) of Children's Homes

Superintendents

Beds	Old	New
99 and under	265 × 15—355	292 × 15—382
100—199	340 × 20—400	367 × 20(2) × 27—434
200—299	380 × 20—440	407 × 27 × 20(2)—474
300—399	450 × 25—525	484 × 25—559
400—599	550 × 25—650	584 × 25—684

Matrons

Beds	Old	New
99 and under	235 × 15—325	262 × 15—352
100—199	292 × 15—340	322 × 15—367
200—299	310 × 20—370	337 × 20—397
300—399	340 × 20—400	367 × 20(2) × 27—434
400—599	400 × 20—460	434 × 20—494

The effect of the above is to give an increase of £40 to those with salaries up to the former General Division maximum of £385, and £50 to those with salaries above this. Since, however, a part of the general increase is represented by increased living costs which are borne by the employing authority (the posts being residential) only £27 of the £40 and £34

of the £50 is added to salary, the remainder (£13 and £16 respectively) being added to the value of emoluments for superannuation purposes.

Supervisors and assistant supervisors of occupation centres for mentally defective children.

Supervisors—qualified

Children on register	Old	New
Under 25	355 × 15—400	395 × 15 (2) 25—450
25—50	390 × 15—435	440 × 15—485
Over 50	420 × 15—465	470 × 15—515

Assistant supervisors—qualified

	Old	New
	265 × 15—310	305 × 15—350

Unqualified supervisors or assistant supervisors will continue to receive salaries £30 less than the scales for qualified officers.

Arising out of these increases, the N.J.C. agreed the following amendments of the Charter, also operative from April 1.

LOCAL GOVERNMENT by J. C. HAMILTON

New salaries scheme for water engineers

AGREEMENT on the salaries of water engineers has been reached by the Joint Committee set up for the purpose early last year. The Committee is a body of 40, composed, on the employers' side, of ten representatives of local authorities, five of water boards, and five of water companies; and (on the officers' side) of 16 representatives of the Institution of Water Engineers (seven from municipal undertakings, five from water companies and two from water boards, with the president and secretary) and four of NALGO.

The agreement applies to whole-time water engineers who are chief officers of water undertakings. Taking the view that "the factors determining the duties and responsibilities of chief officers are so diverse as to make it impracticable to fix for each factor a monetary weighting by which the salary attached to any specific appointment can be calculated," the committee has not set out a rigid scale. Instead, it has adopted the novel expedient of prescribing a "standard salary" for a "standard undertaking" from which each undertaking may calculate the appropriate salary. A "standard undertaking" is defined as one which:

- does not receive a supply of water in bulk as defined in Section 59 of the Water Act, 1945, which in total comprises more than 10 per cent of the total quantity of water supplied;
- does not afford a supply of water in bulk as defined in Section 59 of the Water Act, 1945, which in total comprises more than 10 per cent of the total quantity of water supplied;

Paragraph 10—overtime—amended by the substitution of "£545" for "£495" as the limit above which overtime payments shall not be made.

Paragraph 19—subsistence allowances and travelling expenses—amended by the substitution of "£810" for "£760" as the minimum salary giving entitlement to 1st class rail travel. (The decision that heads of departments in receipt of salaries of less than £760 per annum are entitled to 1st class rail travel is similarly amended.)

Paragraph 21—officers temporarily undertaking additional duties—amended by the substitution of "£810" for "£760" as the salary limit for the application of the recommendation.

Paragraph 24—annual reports—amended by the substitution of "£610" for "£560" as the salary above which it will be open to employing authorities to waive the use of annual reports at their discretion.



SIR THOMAS PHILLIPS, G.B.E., K.C.B., has been appointed by the Minister of Local Government and Planning to be Independent Chairman of the Local Government National Joint Council. Sir Thomas, who is 68, was Permanent Secretary of the Ministry of Labour and National Service from 1935 to 1944, and of the Ministry of National Insurance until 1948, when he retired from the civil service.



- experiences no substantial seasonal increases of population;
- supplies an area with a population density not less than 1,000 persons per square mile;
- is subject to exceptional complexities neither in obtaining water nor in its treatment or distribution;
- does not supply by meter more than 33½ per cent of the total quantity of the water supplied excluding water supplied in bulk;
- normally places the responsibility for the carrying out of new works upon its chief officer without paying him additional remuneration.

The "standard salary" for such an undertaking is based on the population supplied direct as follows:

Population	Salary	Population	Salary
10,000	£700	150,000	£1,750
50,000	£1,150	250,000	£1,950
100,000	£1,550	500,000	£2,200

The salary for a standard undertaking supplying direct any population intermediate between the figures set out above is to be calculated arithmetically from these figures to the nearest £10.

In determining the actual salary to be paid, each undertaking is to compare the duties and responsibilities of its chief officer with a chief officer of the standard undertaking, and to estimate the extent to which those duties and responsibilities are greater or less, fixing the salary in accordance with that estimate. In no case, however, is the actual salary to be more than 15 per cent below the standard salary.

Undertakings supplying direct a population below 10,000 are to be deemed to be

supplying a population of 10,000. Undertakings supplying direct a population above 500,000 may fix the salary of their chief officers at their discretion, but in accordance with the general principles of the scheme.

A salary fixed under the scheme is to rise to a figure 15 per cent above the minimum by not more than four yearly increments. Increments beyond this point, and the point at which a chief officer shall enter the scale, are left to the discretion of the undertaking.

Local authority water engineers are to enjoy the conditions of service recommended by the Joint Negotiating Committee for Chief Officers of Local Authorities. The scheme includes a "no detriment" clause, a provision that a local authority should not be required to pay its water engineer a salary out of balance with that of its engineer and surveyor, and a recommendation that, in fixing salaries, undertakings in or near London should take into account the general higher level of salaries there.

Undertakings supplying water only in bulk are to pay salaries in accordance with the general principles of the scheme and to apply such parts of the scheme as they can.

The scheme takes effect from April 1, 1951, but there is provision for earlier application to chief officers subject to the Local Government Superannuation Acts who are within five years of pensionable age.

Differences on the interpretation of the scheme may be referred to the Joint Committee for settlement.

National Joint Council

THE MAIN business of the local government National Joint Council's meeting on April 24 was to settle the revised salary scales, which are reported on page 487. Other decisions included:

Charter paragraph 28—promotion

The period during which employing authorities may exercise a degree of discretion in the operation of the paragraph was extended to June 30, 1952.

Class "Z" and class "G" reservists

The question of leave of absence for Army Class "Z" and Royal Air Force Class "G" reservists, was referred to the executive committee.

Residential staffs

It was agreed that superintendents' and matrons' of residential accommodation provided under the National Assistance Act, 1948, who are absent on annual, special, or sick leave for a period exceeding 72 hours from the time of leaving the establishment, shall be paid an allowance in lieu of rations, such allowance to be determined by the employing authority.

Officers temporarily undertaking additional duties

With reference to the Council's decision of October 23, 1947, decided that:

(a) The words "called upon" in the decision referred to imply that before an officer should undertake duties outside the scope of his post, he should be required to do so by a responsible chief or senior officer (or, in the case of duties of the Town Clerk or Clerk to the Council, by the Mayor or Chairman of the Council) whether or not the appropriate committee of the employing authority had previously considered the matter.

(b) The position is different, however, when it is a case of a deputy chief officer being called upon to undertake the duties of his principal. The salary grading decided upon for a deputy will include a certain element in respect of the fact that he may be called upon at any time to carry out the chief officer's duties, or a part thereof, and it would thus be inappropriate to provide for the chief officer's salary, or the minimum salary provided by his scale, to be paid to the deputy automatically.

There are likely, however, to be circumstances arising in which a chief officer post may remain unoccupied for such a period as to warrant the recognition of the additional responsibilities carried by the deputy, e.g. a post becoming vacant and remaining unfilled for some time, or protracted illness, and in cases such as these, if an employing authority is desirous of considering favourably the position of the deputy, there is nothing to prevent the exercise of its discretion in making payment of some fixed sum or honorarium, the amount of which would depend upon the circumstances of each case.

Charter paragraph 12—National servicemen: Territorial camps—leave of absence

Officers who, having completed their period of service in the armed forces as

national servicemen, volunteer to undertake the full obligations of service in the territorial forces or the supplementary reserve, shall be allowed leave of absence to attend training camps in accordance with the terms previously agreed for employees who volunteer for service in the auxiliary forces, but officers who do not so volunteer and who attend training camps in the performance of their statutory duty shall be allowed special leave without pay.

NOTE: This decision applies also to paragraph 6 (3) of the "Scheme of Conditions of Service for the Miscellaneous Classes of Officers."

Charter paragraphs 11 and 16—National Servicemen—conditions of service

Concerning officers who return to local authority employment after serving as national servicemen it was agreed:

- (a) That with regard to paragraph 11 (annual leave) the entitlement to annual leave during the then current leave year shall be a proportion of the normal entitlement calculated in accordance with the number of complete months of service remaining in such year, e.g. an officer resuming duty on August 1, would be entitled to eight-twelfths of the scale leave;
- (b) That with regard to paragraph 16 (sickness payments) the period of service in the armed forces shall not be regarded as a break in service for the purpose of qualifying for sick leave.

NOTE: Decisions (a) and (b) above apply also to paragraphs 5 and 10 of the "Scheme of Conditions of Service for the Miscellaneous Classes of Officers" and to paragraphs 16 and 20 of the "Recommended Salary Scales and Service Conditions of Special Categories of Employees" in road passenger transport undertakings.

London weighting

Consideration of the notice given by the staff side of its intention to submit a claim for the review of the salary "weighting" payable to the officers in the London area was adjourned to July 11.

Subsistence allowances

A recommendation to increase the scale rate for lunch allowance, and to

ELECTRICITY

Employers promise to give pay claim urgent consideration

THE CLAIM for an increase of not less than 20 per cent on existing salary scales was discussed by the negotiating committee of the National Joint Council at a meeting on April 27.

The boards' members intimated that they were faced with claims on behalf of the other two sections of employees, and naturally found it necessary to give very serious consideration to each of them in relation to the others.

The staff side acknowledged the task confronting the boards, but emphasised

Power to supplement reservists' pay

The Minister of Local Government and Planning is shortly to introduce legislation empowering local authorities to make up the difference between Forces and civil pay of members of their staffs who, as reservists, are called up for service.

This news, given to NALGO by the Ministry on May 18, means that the Association has succeeded in the representations it made to the Minister last August for powers similar to those given to local authorities by the Local Government Staffs (War Service) Act, 1939, as a result of which most local government officers who served in the last war had their service pay supplemented.

The exact form of the legislation is not yet decided, but NALGO will continue to watch the position closely, and will take whatever action is necessary to protect the interests of members. Provision is also being made to preserve the superannuation rights of reservists. A guarantee of reinstatement in their former posts on completion of service has been obtained.

examine the remaining subsistence allowances was referred to the executive committee for consideration and report.

Motor car allowances

It is regretted that no agreement has yet been reached on the application submitted some months ago by the staff side for a revision of the scales of allowances paid to officers using their cars for official purposes. Consultations have been held with recognised authorities on this matter and proposals have been considered on several occasions by the appropriate committee of the National Council.

The staff side is acutely conscious of the need for urgency and every possible action is being taken to secure an early and satisfactory settlement.

by L. G. MOSER



that the administrative and clerical staff was the only section who had received no general increase in salary standards since vesting day and that, in fact, despite the introduction of the interim scheme and the salary agreement of March 23, 1950, their standards were substantially those of the local government Charter which was negotiated in 1945. The continued rise in the cost of living accordingly made the matter one of extreme urgency to the staff.

The boards' members undertook to give

the claim their urgent consideration, and discussion was adjourned until a further meeting of the committee to be held at the earliest possible moment. Despite the major considerations which are involved, every endeavour was being made to hold another meeting of the negotiating committee before the N.J.C. was due to meet on May 29.

London "weighting" area

An agreement reached at the negotiating committee should go far to satisfy those members working outside the Metropolitan police area, but whose office is in an area where other employees of the electricity boards receive a London "weighting" payment. The agreement provides that, as from April 1, 1951, the area in which the London differential shall apply shall be that of the No. 10 (London) District Joint Industrial Council as it existed at March 31, 1948. This area is considerably wider than the Metropolitan police area, particularly in relation to its eastern boundary. It includes, for example, Epping, Romford, Hornchurch, Grays, Tilbury, and Watford in the eastern area; Eynsford, Shoreham, Weybridge, Walton-on-Thames, and Gravesend in the south-eastern area; and Dartford in the London area. Cobham, Walton-on-Hill, and Chipstead, which are within the Metropolitan police area, are, however, excluded from the new one, but there are to be further discussions about these places through the co-ordinating committee NJB/NJC/NJIC.

In any case, it has been agreed that where, on March 31, 1951, the whole or part of the London differential is paid to an employee who is not within the new area, it shall continue to be paid as a personal allowance as long as the employee's appointed centre remains unchanged. There is one office at Staines, which is about 300 yards outside the area, but where it has been the practice to pay London rates to the technical and manual employees. In future, the administrative and clerical staff will also be paid the London weighting.

The boards' members were unable to agree to retrospective application of the agreement to employees who enjoyed London scales before vesting day, who lost them when the Metropolitan police area was adopted, and who are within the new area. It was, however, agreed that if the unions could prove that an employee had been treated unfairly, his case could be considered by the district council.

Recognition of long service

The National Joint Advisory Council recently recommended that, on completion of 25 years' continuous service in the electricity supply industry, an employee should be presented with a long-service certificate, and that, when he had completed 40 years' continuous service, he should be presented with an illuminated address. At its last meeting, the Council recommended that the presentation of the

25 years' certificate should be accompanied by a gift to the value of £10, and that on completion of 35 years' service a further gift to the value of £20 should be awarded.

The intention is that employees who have received a payment or gift under a pre-vesting custom should be allowed to qualify for a gift to the value of the balance they could receive under the

GAS SERVICE

by L. A. GARRATT

New salary scales to operate from this month



THE National Joint Council for gas staffs met on May 8 to consider again the staff side application for an increase in all salaries and salary scales.

The joint council had previously met on April 5, when the staff side rejected the employers' counter proposals to the original application, and agreed to submit further proposals to a future meeting. These were submitted at the May meeting and, after protracted negotiations, agreement was reached on terms which, in the opinion of the staff side, were the maximum that could be secured.

The revised scales will operate from June 1 on monthly salaries, and from the first full-pay week following that date for weekly paid staff. The scales set out below apply to men covered by the Provincial "A" rates of pay. To arrive at the Metropolitan rates, add £30; and for the Provincial "B" rates, subtract £15, on all grades. Women staff will receive 80 per cent of the revised rates.

Clerical grades:

A	Age	£	Age	£
	16	155	21	245
	17	160	22	270
	18	180	23	290
	19	200	24	310
	20	220	25	325

B: £345 × £15 (4) × £20 (1) — £425;

C: £410 × £15 (4) × £10 (1) — £480;

D: £465 × £15 — £540.

Administrative, Professional and Technical grades:

I: £155 (at age 16) × £5 (1) × £20 (3) — £220 (at age 20);

II: £275 × £15 (6) × £20 (1) × £25 (1) — £410;

III: £275 × £15 (8) × £20 (1) × £25 (1) — £440;

IV: £275 × £15 (4) × £20 (5) × £25 (1) — £460;

V: £425 × £20 — £505; VI: £455 × £20 — £535;

VII: £500 × £20 — £580; VIII: £540 × £20 — £620;

IX: £570 × £20 — £670; X: £620 × £25 — £720;

XI: £645 × £25 — £770; XII: £695 × £25 — £820.

It was also agreed that, where an officer receives a protected salary, it shall be increased by the amount applicable to the age of the officer in Grades A and A.P.T. I, or, in all other grades, by the amount by which the maximum of the grade in which the officer's post has been placed has been increased.

National Advisory Council's recommendation, and that employees qualifying for an award under a pre-vesting arrangement should be permitted to choose either to continue to qualify for that award, or to be dealt with in accordance with the new recommendations. The recommendations are being issued to the authority and area boards for their consideration, and it is hoped that they will be generally accepted.

These revised scales give an increase varying from £20 at age 16 to £50 on grades A.P.T. 7 and over.

In view of the length of the meeting, several other matters on the agenda, including the review of the overtime bonus scheme and leave for Class Z reservists, were not reached, and were therefore referred to the salaries and conditions of service committee for consideration. It is hoped that this committee will report on these matters to the National Joint Council meeting on June 27.

National consultative committee

The National Consultative Committee met on April 21, when the two most important items considered were the claim for increased salaries and the overtime bonus arrangement. The committee endorsed the steps already taken by the Association's representatives on the N.J.C. for gas staffs regarding the salary claim, and advised that negotiations should continue along the lines indicated and that every effort should be made to preserve personal salaries paid as a "better condition."

The policy of payment for overtime at an agreed rate was reiterated. As members are aware, NALGO pressed for this when the present arrangement was agreed, and the working of the bonus system has done nothing to induce the Association to change its policy.

Senior officers

Officers outside the scope of the N.J.C. for gas staffs are seriously perturbed at the length of time which has elapsed in setting up machinery for them under Section 57 of the Gas Act. The drafting sub-committee has met on a number of occasions, and endeavoured to reach agreement on a suitable constitution. It is appreciated that the position is not as straightforward as for other grades of staff, but these officers have the same rights under the Gas Act as other classes, and in our opinion machinery for them is just as essential.

HEALTH

by G. W. PHILLIPS

Staff side to take salaries claim to arbitration

AT THE second meeting of the special negotiating committee set up to consider the staff side's application for an all-round increase in salaries for administrative and clerical staff, which was held on April 28, the management side stated that it could not proceed without first consulting the full management side of the Council. A further meeting was held on May 16, when, since agreement was not reached on the staff side claim, the staff side informed the management side that they would report a trade dispute to the Minister of Labour and National Service under the Conditions of Employment and National Arbitration Orders 1940-1950.

Scottish teaching hospitals: Allowances in respect of teaching responsibilities, ranging from £50 to £100 a year, are to be paid to officers designated as secretary and treasurer of Scottish boards of management controlling teaching hospitals. Deputies will receive between £35 and £60 a year.

General Council

At its meeting on March 14, the Council failed to reach agreement on long-term subsistence allowances. The management side also rejected the staff side's proposals on short-term allowances, and the staff side has therefore agreed to look again at the management's original proposals, as amended in discussion.

Reservists' pay: The staff side made an urgent request for the make-up of pay of reservists recalled to the Forces. The management side, however, ignoring the example set by the civil service, would not agree to this, pending an announcement of Government policy. The staff side will continue its efforts to get a satisfactory settlement at the earliest possible date.

Questions deferred for further consideration included: arbitration agreement, appeals machinery in disciplinary cases, removal expenses, mileage allowances, travelling allowances on transfer, and post-entry training.

Appeals machinery in disciplinary cases

The Association, in common with other organisations represented on the health service Whitley councils, has been pressing for a very long time the need for establishing effective machinery to deal with appeals against dismissals and other disciplinary action. It has maintained that an officer, and particularly a senior officer, threatened with such action should, as an elementary right, be given advance notice of the action contemplated and the reasons for it. He should also have the right to appeal, before action is taken, against such

action, not only to his immediate employing body but also to an independent body, and to be represented by his trade union or professional organisation represented on the Whitley council.

In the Association's view, this is particularly necessary in the national health service, where the members of boards and management committees are nominated by the Minister or bodies appointed by him and not elected by popular vote.

A case has occurred where a senior



TRANSPORT

by J. LANCASTER

Municipal transport clerks and inspectors get more pay

DETAILS of the salaries agreement reached at the April meeting of the local government National Joint Council are reported on page 487. The clerical staff in municipal transport undertakings are covered by the various clerical grades, and the inspectorate staffs, who come within the Miscellaneous division for special categories of officers, receive increases of £40 in grade I and £50 in grades II to V. The new rates, which are operative from April 1, 1951, are:

Grade I	355 × 15—415	Grade III	470 × 15—485
" II	440 × 15—455	" IV	485 × 15—500
	Grade V		500 × 15—515

The rates for foremen in municipal road passenger transport have been increased by £40 on grades I, II and III, and by £50 on grades IV, V and VI, and are:

Grade I	355 × 15—370	Grade IV	455 × 15—470
" II	385 × 15—400	Grade V	485 × 15—500
" III	415 × 15—430	" VI	515 × 15—530

The following amendments, operative from April 1, have been made to the recommended salary scales and service conditions of special categories of employees in passenger transport undertakings:

Paragraphs 5, 11 and 14—amended by the substitution of "£545" for "£495" as the limit above which overtime shall not be paid.

Paragraph 16—amended by the substitution of "£810" for "£760" as the salary above which an employee's annual leave will be at the discretion of the employing authority.

Members will appreciate that NALGO holds 23 of the 30 staff side seats on the N.J.C.

officer, a secretary of a hospital management committee, alleges that he has been the victim of arbitrary action by the committee chairman. The officer is not a member of NALGO; his case has been handled by his professional association and his trade union. But the facts of the case as reported warrant very serious concern. There are rumours, too, of other incidents which suggest that standards long established in the public service are being broken down.

We hope that the Ministry of Health, regional hospital boards, executive councils, and other bodies represented on the Whitley councils for the health services, will join with the staff organisations in protecting the good name of the service in the field of staff relations, and will agree to the establishment of adequate machinery to deal with dismissals and other disciplinary cases.

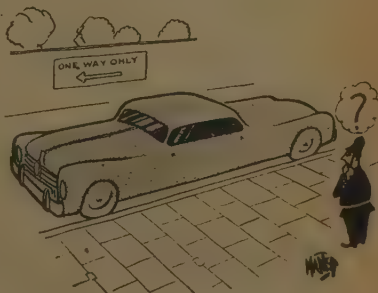


Company controlled transport

Agreements have been signed on behalf of the staffs of the Rhondda Transport Company and South Wales Transport Company. These companies are constituent members of the B.E.T. group, and negotiations are proceeding with other companies controlled by that group. The various managements of B.E.T. companies are all refusing to negotiate on behalf of salaried staff, but the Association does not accept this position.

Inland waterways

At the meeting of the National Joint Council for Salaried Staff of Waterways Divisions on May 7, the staff side rejected as inadequate the employers' proposals, made in response to the staff side's application for "substantial" salary increases for clerical, supervisory, professional, technical, and engineering supervisory staff. The Docks and Inland Waterways Executive will now give further consideration to the application.



Readers' Forum

We have received so many letters on the salaries award for local government officers that we can publish no more than a selection of the points made. Some of these are discussed in the leading article on page 475. Similarly, there is space for points from only a few of the letters on other subjects.

"Premium on enterprise"

WHILE I DO NOT IMAGINE that every member expected to get the 20 per cent asked for, I am sure that all in the APT grades must be wondering what crimes they have committed to receive a meagre 11 per cent (in APT I), scaling down to nil in APT X. Does it mean that our negotiators consider that the cost of living for these officers has not increased in the same ratio as it has for the General Division?

The instructions given to the N.E.C. were clear—to negotiate a 20 per cent increase for all local government officers. Are not APT personnel L.G.O.'s? They may well now consider whether NALGO is the appropriate union for them, since this iniquitous award places a premium on efficiency, enterprise, qualifications, initiative, and experience. The N.E.C. has obviously pandered to the vociferous majority. To increase the maximum of the General Division from £385 to £425 is surely defeating one of the Association's objects—namely, to encourage and promote the efficiency of the service we give to the public. In my opinion, anyone entering local government service at 16 who is still in the General Division at 30 or 32, must lack initiative, determination, ambition, and guts, and cannot improve the status or efficiency of the service. For him, £350 p.a. is much too high. I am referring here to post-war recruits, for whom there are post-entry training facilities and educational grants denied their elder brethren, most of whom have been forced to remain in the General Division by circumstances beyond their control. There should be some financial distinction between these latter and the post-war recruits. The term "feather-bedding" applied to the farming community, could, I suggest, be more appropriately applied to the General Division.

I suggest that the General Division scale should be £250 at 18, rising to a maximum of £360 at 28; any man still in G.D. at that age has obviously made little or no effort to get on, and deserves no more. I would begin the APT Grades at £500, rising by £100 in five grades to a maximum of £1,000.

A far more realistic approach to the whole question must be envisaged by our representatives on the N.J.C.—otherwise

the type of recruits we want will not be forthcoming—and who can blame them? "Bryn Aeron," E. R. LUKE, Ruthin.

"Absence of incentive"

WHAT must cause particular concern is the absence of incentive to obtain the educational qualifications now demanded of local government officers. On obtaining the qualification required to pass from the maximum of the General Division, an officer will receive only £20 in the Clerical Division or £15 in APT I. There is also an examination bar at APT IV, but here the position is worse, for on promotion from the maximum of APT IV into Grade V, having first secured one of the accepted qualifications, he would get an increment of only £10, or even suffer a loss if he had to migrate to secure a Grade V post.

The next number of "L.G.S." will be devoted to a report of Conference and will be published towards the end of July. There will be little or no space for correspondence, but any particularly urgent letters received before July 6 will be considered.

Having regard to the expense involved in obtaining a qualification, a much greater promotion increment appears warrantable, and this point must be tackled at once.

I have always been a strong advocate of Whitleyism, but I am beginning to ask whether the system of collective bargaining on salaries is out of date. It seems pretty evident that, so far as local government officers are concerned, such bargaining has been one of the factors contributing to the emergence of what Mr. A. J. Cummings describes as the "new under dog."

Education Office,
Hastings.

F. A. BRISTOW.

"Pitifully inadequate"

THE AWARD is pitifully inadequate, in our case representing an increase of 8 per cent which, including the vaunted effects of re-grading, raises the salary for our jobs by just over 50 per cent since 1939.

NALGO's claim was given more space in the national press than any similar application, and editorial comment was almost 100 per cent favourable. Yet, after asking for an over-all 20 per cent after five years without a rise, we accept a poor graded fraction of that amount!

There can be only two explanations—either that our negotiators showed extreme weakness in not taking the matter to arbitration, or that they betrayed the Association. The second explanation does not seem credible, but what are we to think when the much smaller L.C.C. Staff Association does so much better,



obtaining, in recent years, varying increases of as much as 50 per cent? This, we maintain, is barely adequate when the true cost of living has risen 200 or 300 per cent.

It is no wonder that so many officers are leaving the service. Unless something drastic is done pretty quickly, those of us left will find that membership of NALGO is a luxury in which we shall no longer be able to indulge.

P. W. RUSH
W. J. S. WEBB
V. S. MANN
J. KELLEY

Wakefield Street,
East Ham, E.6.

"Higher grades sacrificed"

THE RESULT of the claim suggests that the negotiators have been forced to sacrifice officers earning between £500 and £1,000 to satisfy the demand for a speedy settlement. NALGO is growing beyond its strength and is seemingly devoting what strength is left to the pen-pushers. It has little interest in the highly trained officers and should press for representation of their interests by persons really concerned with their wellbeing. It could then become the National Association of Local Government Clerks and the technical and specialist staff could put their trust in their own organisations.

ERIC G. TYLDESLEY

City Engineer's Department,
Bath Road, Bristol, 4.

Threat to efficiency

APPARENTLY the justice of our claim for an all-round increase of 20 per cent was abandoned with little struggle to ensure that the lower grades (in salaries, technical knowledge, and efficiency) should have a minimum living standard. Differentials are vanishing, a precedent has been made, and when the next increase is called for we shall be forced to accept the same principle.

If the employers wish to maintain the technical efficiency of the local government service, they should realise that, only by recognising and suitably rewarding technical skill will sufficient technicians be recruited to maintain their already strained and extended technical services. The lower grades are entitled to a minimum

standard, but the narrowing of differentials will eventually make us all happy enough to remain there without making the effort required to enter the ranks of the technicians.

JOHN H. POGSON, A.R.I.B.A.
and ten other members.

City Engineer's Department,
Guildhall, Nottingham.

"One section preferred"

THE SALARIES AWARD in Scotland must have shocked many members, after the unanswerable case which had been prepared and the publicity given to it.

Our negotiators accepted what is, in effect, a set of new salary scales, inconsistent with our aims, anything but uniform in application, and definitely not in accordance with the mandate given them.

The proper procedure would have been to have negotiated the percentage increase and thereafter submitted representations on behalf of the lower-paid members. NALGO stands on dangerous ground by giving one section of its members preference over others.

W. MCMULLEN.

Sanitary Inspectors' Office,
Johnston Terrace, Edinburgh, 1.

Over-£1000 class ignored?

I AM GLAD that the claim has met with some success, but appalled that NALGO has ignored its members who earn more than £1,000 a year. Apparently the National Executive Council shares the popular fallacy that the increase in the cost of living does not affect these members and has no interest in them because there are separate negotiating bodies for some and hopes of similar bodies for the others. Yet it is well aware of the fate which has met the recommendations of these bodies.

I had hoped that the award, based as it was on the increased cost of living, would have applied to everyone. My own salary has increased since 1939, not by the national average of 63 per cent, but by less than 30 per cent. Yet now I find that I am once more left in the cold by an Association of which I have been a member for more than 20 years.

I suggest to the N.E.C. that it should introduce a new class of member at a reduced subscription—the over-£1,000 a year class. It is unfair to claim full subscription from those members who never seem to benefit from NALGO activities in the salaries field—the most important in the NALGO farm.

CHIEF OFFICER.

Do we ask too much?

ON STUDYING the agenda for this year's Conference, and watching the progress of NALGO at my last two district committees, together with the proposals for adaptation of Association machinery, I feel strongly that the NALGO we knew before 1939 is rapidly disintegrating and I foresee its death in three to five years' time.

It seems to me that trade unions generally are demanding for their members

such conditions, terms, and favours as are killing individual initiative and breeding a nation of automata without souls or the instinct of Christianity. Further, the policy of forcing employers to abide by union rules and conditions compels them to fix these conditions as a minimum above which they will not rise, and is thus creating a state of affairs in which credit or appreciation—in like or kind—cannot be given to an employee in recognition of good work and service.

I therefore urge NALGO to call a halt to this process of lowering itself to the level of the majority of unions which have, in the past few years, done more than anything to split the population and retard the nation's financial recovery.

I now see some of our new members—in a gas undertaking—refusing to work overtime until satisfactory agreement is reached on rates of pay. Is this the thin edge of the wedge? Will the next thing be a strike? Can one help wondering what the £500,000 Reserve Fund is for? I appeal to NALGO—stop and think—where are you heading?

ARTHUR D. LOFTS

31, Bradbourne Park Road,
Sevenoaks, Kent.

Census "raw deal"

I AM GLAD to see that, according to the article "Out for The Count" in the May "L.G.S.," at least one census enumerator had a comparatively square deal. One less fortunate, in a difficult area, began his distribution of 499 schedules on Saturday, March 31, continued all day Sunday and did not finish—by evening and lunch hour work—until the following Saturday, after 33 hours'



"I want four good oaths—one for my mother-in-law, one for the boss, and a couple for spare..."

spare time work. On the Monday, collecting began at 8.30 a.m. and by 9.30 p.m. less than half the schedules had been collected. The task continued each evening and all day the following Saturday until 9 p.m. In all, the work occupied 80 spare-time hours, for which the payment was £11.

The population included people of ten nationalities living in slums and decrepit tenement houses, and the enumerator had himself to complete wholly or partly a large proportion of the schedules from what information could be gathered from people whose knowledge of the language was scanty, who could not write, or whose memory was failing.

The payment for this difficult work—equivalent to that of a junior in the General Division—cannot, by any standards, be considered commensurate.

HARRY LISTER

176, Wanstead Park Road,
Ilford, Essex.

84 hours for £9 6s.

MOST ENUMERATORS had a task immeasurably more difficult than that portrayed in your article. I worked 84 hours—74 of them on Saturdays, Sundays, and evenings—visited more than 500 premises in a congested area, helped many aged people and foreigners to complete their schedules, wrote up a specially enlarged Report Book, completed hundreds of cards—and received the princely sum of £6, with a further £3 6s. to come when the final checking has been completed.

"DUM SPIRO, SPERO"

"Sweated labour"

LIKE MISS COLEMAN, I am a branch secretary whose census duties also embraced 290 premises in nine roads in a small, thickly-populated area—no cross-country work, no stairs climbing. My remuneration totalled £9 18s. for 85 hours' slaving! Calculate the rate per hour—deduct income tax—result: sweated labour. "Smooth running" forsooth! "Man-handled" enumerators did some! They were put "Out for the count" and no protection—no redress.

Fulham, S.W.6.

BRENDAN DREA

We have received more letters from enumerators in similar strain.

Rent collector's lot

LIKE YOUR CENSUS ENUMERATOR the rent collector has a "beat" of 290 houses, 290 garden gates to open and close, 290 garden paths to pace, 290 door knockers to knock or bells to ring. He, too, must be courteous, conciliatory, and tactful. He, too, often meets a none too warm welcome. But his 290 calls are made in the course of two days' normal work—rain or shine—for which he receives not £12, but £2.

H. C. NORMAN.

21, Edna Street,
Battersea, S.W.11.

Freedom of opinion

I NOTE WITH CONCERN that the editor arrogates to himself more than one-third of the space in the May "Readers' Forum." Are we to assume that no letters were received other than those of Messrs. McHale and Rosenfeld? Or would it be more correct to assume that other letters were in similar vein, and that, notwithstanding the declared aim of "L.G.S." to encourage "the fullest freedom of opinion within the Association," the editor will not allow the impression to gain ground that such freely expressed opinion is overwhelmingly opposed to the policy of the oligarchs of the N.E.C. and must present all the outworn arguments seeking to bolster the "leadership" myth and to buttress that tottering edifice of procrastination we call Whitleyism?

The editor has ample opportunity to propagate these views in his editorials—and a generous measure of comfort and reassurance they must offer our employers. Let him leave the all-too-meagre space allotted to "Readers' Forum" for readers to express their opinions fully and freely, unhampered and unprejudiced by editorial criticism.

Flat 1, 23, Cambridge Road, H. J. GREW
Birmingham, 14.

The two letters published were the only ones received on the subjects with which they dealt. We cannot agree that "freedom of opinion" applies to critics only, nor that, when arguments are advanced contrary to the policy laid down by Conference, we have no right to reply to them.

Electricity standardisation dangers

THE STANDARDISATION and centralisation of the electricity industry now being carried out by most electricity boards is, in many ways, an improvement of consumer service, but can become cumbersome where there is a tendency to over-centralise administration to district offices. If the main body of administration for several local branches is centred at one office, will the consumer get personal and prompt attention to his query at a local branch without its depleted staff having recourse to the telephone, or will he have to be satisfied with a written reply several weeks later?

If the local staff is transferred with the administration to a central office, will those remaining enjoy having to "pass on" a query which they were able in the past to answer immediately from the records they held? Those employees who are compulsorily transferred will suffer domestic and financial upheaval.

Since the boards do not always consult staff and works committees on reorganisation, it is the duty of all NALGO branches, through their appropriate committees, to see that these new schemes of administration do not seriously affect conditions of service and general welfare.

"THE WATCHER"

Library qualifications

I CAN UNDERSTAND the disappointment and frustration of "Fellows of

the L.A." at the want of recognition given by the National Joint Council to the highest qualification in the library profession—Fellowship of the Library Association. Probably the only course now open is for the Library Association to press local authorities to insist that their chief librarians, in the higher posts at least,

This Local Government?



The mayoress offered to lend her support to the committee.

Sent by D. G. Lloyd,
Montgomery C.C.

should hold the finals of their professional examination—and pay them adequately for the job. That would provide an incentive to the younger student to get his or her F.L.A., and at the same time exclude from the higher posts the type of librarian we all know who, resting content with an A.L.A. granted in recognition of three or four certificates taken many years ago when they were distributed two-a-penny, now lords it over a staff many of whom are better qualified. Perhaps then the service could claim a higher standard for all grades.

ONE OF THE OTHER FELLOWS

Value of "school cert."

JOHN F. JENNER expresses surprise in the April "L.G.S." at the many references to the ignominy of being without a school certificate, adding that it was not easy to take the examination before the war. But surely any officers who did not take the examination before the war must have proved their worth by now, and their employers should no longer be interested whether they possess the certificate or not. Since the war, everyone with any intelligence has had every chance to take the examination. Any who fail because of pre-occupation with sport get what they deserve. The short essay and test in arithmetic suggested by Mr. Jenner could in no way equal the school certificate, which shows that a candidate has reached a certain standard in all-round education.

GEOFFREY R. ALLENBY

14, Ryder Way,
Ickleford, Hitchin.

Continuation classes

MAY I EXPRESS my gratitude for the generous opportunities offered to employees who wish to continue their education at "part time" day classes? I devote one day a week to classes and, since I left school at an early age, this gives me a chance to continue where I left off.

I am taking the general certificate of education—equivalent to the school certificate—but I agree with JOHN F. JENNER (April "L.G.S.") that this examination should not be used as a stepping-stone to promotion. Little of the syllabus touches work involved in one's profession; thus a rise in position after obtaining the certificate is unjustified.

JOHN B. CLARKE (aged 16)

Eastern Electricity Board.

Applicants not wanted

I HAVE BEEN READING again the article, "Local Government in Peril," in the December "L.G.S." and can only conclude that the shortage of candidates for local government posts which it described was of short duration, and part of the campaign for salary increases.

My son, aged 25, has recently been applying for a post in local government in places at and between Haverfordwest and Harrow, but without success. He has the school-leaving certificate with credits in English and arithmetic, but as he has been doing non-clerical work for the past seven years, he is not wanted. Local authorities are making a fetish of taking applicants straight from school. Yet these are of little value for some years, and either lack initiative or want to run the department. An older type, who has seen a bit of the world, makes, in my opinion, a far better applicant.

12, Winch Lane, W. S. BREWER
Haverfordwest.

Electricity branch's achievement

IN MAY, 1950, it was decided to form a NALGO branch at the headquarters of the Midlands division of the British Electricity Authority. It began with 37 members from the staff at the divisional office. Today, membership exceeds 300.

In the same period, the scope of the branch has been widened to include members from eight power stations, one of the division's group offices, and all the outlying transmission departments. The only eligible officers in the division not covered are those at one power station and a remote group office, who are members of other branches. While some members were transferred from existing branches, more than 100 new members have been recruited. The branch now includes more than 90 per cent of the eligible officers and we shall not relax our efforts until every potential member has been recruited.

J. SEFTON
Public Relations Officer

B.E.A. Midlands Division Branch
53, Wake Green Road,
Moseley, Birmingham 13.

Loser Pays

It is one of life's ironies that the worthy citizens of many a bomb-damaged area, having lost homes and property by enemy action, are presented with a bill for clearing away rubble and making danger-spots safe. But where consent is given to the erection of Poster hoardings on war damaged sites, the facility to dump rubbish ends and the danger is removed, with the consequent advantage to the ratepayers. Not the least of the benefits conferred on the community by intelligent Poster advertising is that it contributes to economical Local Administration.

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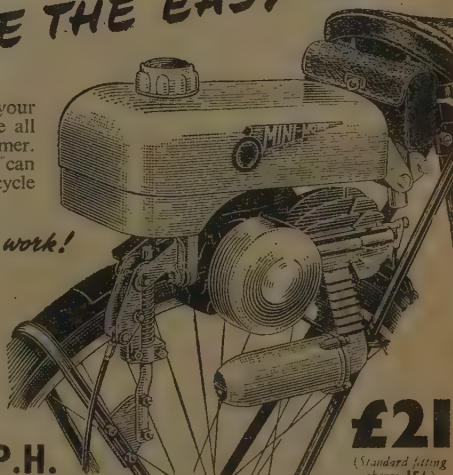
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MY BOOKSHELF

by EDWARD KAY

LET NO ONE be put off *The Clerk of the Council and his Department* (Society of Clerks of Urban Districts. 30s.) by its ugly printing and binding, by the fear that it may be too specialised, or by its usually cautious and stodgy style (few statements are unaccompanied by a safe introductory "It is submitted that . . ."). "A practical book, written and edited by practical men," it is the product of a committee of clerks, chaired by H. WELLS of Harrow. Besides a mass of useful information, it embodies significant essays in the administrative arts.

Purlieu of the law

PETER PAIN in *Manual of Fire Service Law* (Thames Bank. 20s.) prints statute law and regulations, besides summarising both for the plain man.

The law about adoption was codified in the Adoption Act 1950, which gives the title to a book by S. SEUFFERT (Eyre & Spottiswoode. 16s.); the text is linked with pre-existing statutes and regulations so as to form a comprehensive whole.

HAROLD BERRY, a Lancashire duly authorised officer, provides a summary of the main parts of *The Law Relating to Mental Treatment* (Churchill. 8s. 6d.).

I think I should also bring into this group *Textbook for Health Visitors* by LLYWELYN ROBERTS, I. G. DAVIES, and BERYL CORNER (Baillière, Tindall, and Cox. 21s.); three learned doctors have tried to compress into one book all that a health visitor ought to know, but it just won't go.

Hagiolatry

People who write about cricket bring to their subject a proper reverence; the ark of the covenant is enshrined in the Long Room at Lord's and the great ones of the game are accorded homage which almost infringes the first commandment. Phoenix House have made a devotional offering of four volumes of cricketing lives: DENZIL BATCHELOR on C. B. Fry, PHILIP LINDSAY on Don Bradman, LAURENCE MEYNELL on "Plum" Warner, JOHN ARLOTT on Maurice Tate (4s. 6d. each). At risk of excommunication, this reader confesses that three of the "lives" contributed little to his knowledge and less to his interest in their subjects. Undoubtedly, C. B. Fry was a remarkable man, Bradman a brilliant batsman, and Warner a prolific scorer of runs. Their biographers tell us so with adoration and a discreet use of statistics, but they fail to make their heroes live. John Arlott's Maurice Tate is in a different class: Arlott is an enthusiast and communicates his enthusiasm with missionary fervour. The true

believer will love every one of his sixty-three pages (with four plates).

Places and people

Wise folk who use youth hostels on their travels will welcome *South East England*, compiled and edited by MARGARET SNAITH and GORDON BROUGHTON (London Region Youth Hostels. 1s. 1d.). It lists the hostels and gives brief notes on the countryside from the Chilterns to the sea.

JOHN RODGERS, M.P., has written a pleasant guide to his native city York (Batsford. 8s. 6d.); he praises its many beauties and castigates some ecclesiastical bigwigs for Philistinism.

The scenery and urban charms (and horrors) of Scotland appear, as it were, almost incidentally in GEORGE BLAKE'S *The Heart of Scotland* (Batsford. 12s. 6d.), a perceptive piece of writing about the Scottish mind and character.

Advice for anglers

NALGO's membership must include many anglers, and for them and the rest of their contemplative fraternity, "Faddist," himself a county council officer, has written a fascinating and exhaustive book on "*Baits and Groundbait*" (Gilbertson & Page, Ltd., Hertford; cloth 7s. 6d.; paper 4s. 6d.). If the astonishing variety of materials—ranging from bullock's pith via strawberries to red flannel—used to tempt the fish be any guide, it is they, rather than the author, who merit the title "Faddist." The book fills a surprising gap on the shelves of the coarse fisherman.

Miscellanea

A Guide to the Records at Guildhall, London, by PHILIP E. JONES and RAYMOND SMITH (English Universities Press. 20s.)—"not a catalogue but a guide to resources . . . No attempt has been made to provide attractive reading . . ." *British Plants* by H. L. EDLIN (Batsford. 15s.)—botany with a bias to rural economics.

ADMINISTRATIVE EXAMINATION, 1951 INTERMEDIATE

The first Intermediate Examination will take place on Monday, Tuesday and Wednesday, 22nd, 23rd and 24th October, 1951.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than 31st July, 1951.

Entry fee two guineas.

At the date of entry to the examination a candidate must be an officer on the staff of a local or other approved public authority, and on or before 31st July, 1951, must have attained the age of 19 years.

The next Clerical Division Examination will be held on 3rd and 4th December, 1951. Entries must be received by 1st September, 1951.

Local Government Examinations Board,
37, Upper Grosvenor Street, London, W.1.

Headquarters notice-board

1, York Gate, Regent's Park, London,
N.W.1. WELbeck 4481

THE NALGO Building Society Committee of Management has recently modified lending policy by minor alterations, including:

1. The percentage rate for new fixed mortgages is 4 per cent per annum. (This does not in any way affect the rate of interest on repayment mortgages, which still remains at 3½ per cent.)
2. The endowment plan scheme is discontinued, with the exception of policies issued by Logomia, which cases, being fixed mortgages, will be 4 per cent as mentioned above.
3. Applications for further advances for personal reasons are discouraged. This does not affect further advances for alterations, repairs to property, etc.
4. Instead of the present ruling in respect of the relationship of income to the amount of the advance, in future an applicant will be allowed to borrow up to three times his annual income, the maximum of his grade being taken into account in suitable cases. The wife's income can be added if there is every likelihood that this additional income will be continued indefinitely.
5. Advances on maisonettes and tenements are to be discontinued.
6. Advances in respect of houses built under the Housing Acts 1945/49 (generally referred to as controlled price houses) will be increased from 85 per cent to 90 per cent of the controlled selling price, subject to the usual conditions.

South eastern district office

The south eastern district office has moved to Queens House, King's Road, Brighton, 1. The telephone number is still Brighton 27983.

NALGO colours

The following articles are available for sale to members, and are obtainable from the Special Activities Department.

Uncrushable art silk tie	7s. 6d.
Art silk tie	5s. 6d.
Scarf (from blazer material)	21s. 0d.
*Scarf (soft brushed wool)	9s. 0d.
Art silk square	17s. 6d.
Cricket cap	12s. 6d.
Tobacco pouch	6s. 6d.
Blazer, for men, stock sizes	100s. 0d.
Blazer material, 54" wide, per yd.	45s. 6d.
Crest badges (stud or brooch)	1s. 3d.
Ribbon per yd.	1s. 4d.
Blazer badges—gold wire	31s. 6d.
Blazer badges—silver wire	30s. 0d.

* Cannot be repeated at this price.

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"To DUT" means to omit all unnecessary letters, thereby almost to treble the speed of ordinary writing and note-taking. If you DUT you write the single-letter *b* instead of *but*, *h* for *have*, *f* for *for*, *n* for *not*, *q* for *question*, 2-letter speed-word *ad* for *addition*, *as* for *ascend*, *ed* for *ending*, *ef* for *efficient*, *en* for *attention*, *ib* for *impossible*, *id* for *identical*, *ok* for *right*, *op* for *opposition*, etc.

There is no confusion because every DUT speedword expresses one meaning only; a different short speedword is used for every different meaning.

There are only 493 short root-speedwords to learn. All other words in the Dictionary are expressed by the addition of a 1-letter suffix with a special meaning, or by a short compound. For example, you reverse the meaning of the original speedword by adding the letter *a*, e.g. — see second paragraph above, *ado* = subtraction, *aso* = descend, *edo* = beginning, *efo* = inefficient, *eno* = neglect, *ibo* = impossible, *ido* = different, *oko* = wrong, *opo* = assistance, etc.

DUT, moreover, is the only fast note-taking system in the whole world which can be used for ALL LANGUAGES. DUT lists of all nationalities write the same speedword for the same meaning. Thus, for the first time in history,

international correspondence at the speed of shorthand is a practical possibility, and without the necessity of learning any foreign language. In short, the study of this new rapid note-taking system is as fascinating and attractive as crossword, and has been warmly commended by the late G. Bernard Shaw, and Prof. L. Hogben, F.R.S.

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Education notes

by K. S. CARTER

Oxford summer school

DR. W. A. ROBSON, who gave the opening lectures at NALGO's first summer school at Keble College, Oxford, in 1930, will be lecturing at Oxford again this year, the 21st anniversary of our summer schools. He will give the opening lecture in the second week on "The principles of organisation in the public services." Dr. Robson is now Professor of Public Administration at London University, and many readers will be familiar with his outstanding works on local government and administrative law. Other lecturers include:

H. L. BEALES, reader in economic history at London University, on "The social and economic background to the development of the public services since 1939."

PETER SELF, lecturer in public administration at London University, on "The objects and policies of the public services as shown in their development since 1939," and "The resulting present day structure."

W. S. STEER, lecturer in public administration at the University College of the South West, Exeter, and secretary of the South West Area Education Committee, on "Judging the performance of the public services," and "The future of the public services with special reference to local government."

DR. A. H. MARSHALL, treasurer of Coventry, on "The place of financial control in the organisation of the public services."

W. A. HATT, clerk to Billericay Urban District Council, on "Office organisation and methods."

Study groups so far planned include education, public health, finance, and Administrative Examination subjects, during the first week, and internal administration, education, and finance during the second week: the groups will be assisted by Messrs. Self, Steer, Hatt, and others. The study group programme is flexible, however, and will be extended to meet the interests of late enrolments and suggestions made by students.

The Oxford programme is now substantially complete and worthy of the coming of age of our summer schools. It will provide excellent opportunity for specialist or general study of public administration problems, with authoritative guidance at hand. There are still places available: the fee is £7 17s. 6d. a week, and enrolment forms can be obtained from the Education Department, at 1, York Gate, Regents Park, N.W.1.

The new examination

I have awaited the publication of the first Clerical Division examination papers with interest, and generally have found them

much as I expected. There was a good choice of questions—five out of ten on the local and central government papers—and the many N.C.I. students who were examined should have found no difficulties.

Whilst most questions on central and local government were straightforward, they were posed to give the good student an opportunity of showing his understanding of the principles and problems involved as well as his factual knowledge. On each paper there was one question obviously designed for the student who had read rather more widely than the syllabus required.

Summing up, I think that the Clerical Division examination has turned out to be a reasonable test. It is not unduly difficult, but requires a candidate to be able to express himself clearly and grammatically, to be able to read and understand elementary text books, and to know something of the governmental system of which he is a part.

Area and branch activities

Tong Hall, near Bradford, has been chosen by the Yorkshire district education

sub-committee for its week-end school on September 8 and 9. The house, which is easily accessible from Leeds and Bradford, can accommodate 70 students, men and women, and the course of study will cater for all sections of the membership. It is hoped that the inclusive cost will not exceed £1 a head. Details from G. WESTBY, Public Health Department, Municipal Offices, Rotherham.

Monmouthshire branch will be holding another of its popular schools at U. Agricultural College this year during the week-end September 21-25. Interested members should write to F. WEBB, education secretary, "Stevie," Bassale, Road, Newport, Mon.

Gloucester branch held a successful two-day school for Clerical Examination candidates from March 23-27. The lecture programme included: D. C. ROGERS, deputy clerk, Gloucestershire C.C., on "Local Government in the County"; I. C. DURHAM, resident tutor in the Department of Adult Education, on "The Cabinet"; R. S. MILN, lecturer in public administration at Bristol University, on "The Civil Service"; and T. H. URWIN, deputy town clerk, Bristol, on "Local Government in County Boroughs."

The metropolitan area education committee school on comparative local government, held at the end of March, was particularly successful, being attended by about a hundred students.

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L.G.S. 456

Scottish notes

by JOHN L. ROBSON

AGREEMENT on the salaries claim was reached by the National Joint Industrial Council on April 20—two months after its presentation by the staff side, and four days ahead of the settlement reached by the National Joint Council for England and Wales.

Whilst the employers could not be persuaded to contract the General Division, by lowering the age at which the maximum is reached from 32 to 30, the effect of the new rates will be to reduce considerably the disparity between the salaries in this division and those paid in the same division in England and Wales. At some stages, in fact, there is now no difference at all.

Negotiations were complicated by the previous decision of the J.I.C. to abolish grouping as from May this year, and the staff side had to concede an "instalments system" of application of the new salaries to officers employed by group 3 authorities who are graded in the General, Higher, or Miscellaneous divisions. These officers will therefore receive the full increase, plus one grouping instalment, as from May 16, and the final grouping instalment in May 1952. The new scales, and the old ones for comparison, are set out below:

General Division

Age	MEN				
	Gp. 1	Old Gp. 2	Gp. 3	Gps. 1 & 2 May, 1951	New Group 3 May, 1951
16	£ 130	£ 125	£ 115	£ 150	£ 145
17	145	140	130	165	160
18	160	155	145	180	175
19	175	170	160	200	195
20	190	185	175	220	215
21	205	195	190	240	230
22	220	210	205	260	250
23	235	225	220	285	275
24	250	240	235	310	300
25	265	255	250	335	325
26	280	270	265	360	350
27	300	290	280	375	365
28	320	310	295	385	375
29	340	330	315	395	385
30	360	345	330	405	390
31	370	355	340	415	400
32	385	370	355	425	410

WOMEN

Age	Gp. 1	Old Gp. 2	Gp. 3	Gps. 1 & 2 May, 1951	New Group 3 May, 1951
16	£ 100	£ 95	£ 90	£ 120	£ 115
17	115	110	105	135	130
18	130	125	120	150	145
19	145	140	135	165	160
20	160	155	150	180	175
21	175	168	163	200	195
22	188	183	178	220	215
23	203	198	193	235	230
24	218	213	208	250	245
25	233	223	218	265	255
26	243	233	228	280	270
27	258	243	238	290	275
28	268	253	248	300	285
29	278	263	258	310	295
30	288	278	268	320	310
31	298	288	278	330	320
32	308	298	288	340	330

Higher Division

Gp. 1	Old Gp. 2	Gp. 3	Gps. 1 & 2 May, 1951	New Group 3 May, 1951
£ 395	£ 380	£ 365	£ 435	£ 420
410	395	380	450	435
425	410	395	465	450
440	425	410	480	465

I—MEN

£ 315	£ 305	£ 295	£ 350	£ 340
325	315	305	365	355
338	328	318	375	365
352	342	332	385	375

I—WOMEN

£ 440	£ 425	£ 410	£ 485	£ 470
455	440	425	495	480
470	450	435	510	490
485	470	455	525	510

II—MEN

£ 440	£ 425	£ 410	£ 485	£ 470
455	440	425	495	480
470	450	435	510	490
485	470	455	525	510

II—WOMEN

£ 353	£ 343	£ 333	£ 390	£ 380
363	353	343	400	390
378	368	353	410	400
388	378	368	420	410

Miscellaneous group (outdoor collectors and telephone operators)

Gp. 1	Old Gp. 2	Gp. 3	Gps. 1 & 2 May, 1951	New Group 3 May, 1951
£ 250	£ 235	£ 220	£ 300	£ 285
260	245	230	310	295
270	255	240	320	305
280	265	250	330	315
290	275	260	340	325
300	285	270	350	335
310	295	280	360	345
320	305	290		360

WOMEN

£ 178	£ 168	£ 158	£ 220	£ 210
188	178	168	230	220
198	188	178	240	230
208	198	188	250	240
218	208	198	260	250
228	218	208	270	260
238	228	218	280	270
248	238	228	290	280
258	248	238		290

Miscellaneous group (clinic attendants)

Gp. 1	Old Gp. 2	Gp. 3	Gps. 1 & 2 May, 1951	New Group 3 May, 1951
£ 180	£ 170	£ 160	£ 210	£ 200
190	180	170	220	210
200	190	180	230	220
210	200	190	240	230
220	210	200	250	240
230	220	210	260	250
240	230	220	270	260
250	240	230	280	270

WOMEN

£ 180	£ 170	£ 160	£ 210	£ 200
190	180	170	220	210
200	190	180	230	220
210	200	190	240	230
220	210	200	250	240
230	220	210	260	250
240	230	220	270	260
250	240	230	280	270

All other miscellaneous classes of officers (except school attendance officers) whose salaries were previously related to awards made by this J.I.C. will receive an in-

crease of £40 (men) or £30 (women): for example, staff who received the old Clerical Staff cost-of-living bonus are covered by this agreement.

School attendance officers, however, will not receive a salary increase. The employers refused to adopt scales similar to those operating in England and Wales, so the staff side formally notified disagreement and its intention to refer a trade dispute to the Minister of Labour under the Conditions of Employment and National Arbitration Orders.

This is the first time the J.I.C. has agreed a scheme covering Miscellaneous classes as a whole. The employers also agreed to consider the provision of specific scales for certain groups in these classes.

The agreement for administrative, professional, and technical grades, reached only after the staff side had rejected two previous sets of proposals, provides for a £40 all round increase on grades I to IV and £50 on grades V to VIII.

Presidential tour

A great welcome greeted the President of the Association, E. L. RILEY, during his tour of Scotland last month and many important civic personalities attended the functions arranged in his honour.

Mr. Riley began his tour at Stirling on May 4 by attending an excellent musical evening arranged by No. 4 co-ordinating committee. Next day, he addressed the meeting of the district committee, at which G. MCLAREN, C.B.E., convener of Stirling county council, and J. I. KENNEDY, the county clerk, were also present. On May 7, an area meeting of Clydeside branches in Glasgow was followed by a private dinner given by the chairman of the district committee, S. H. BRODIE. In Forfar, a dinner organised by the Angus county branch was attended by R. W. L. MCCRAIG, county convener, A. C. SMYTH, Provost of Forfar, L. A. MCKNIGHT, county clerk of Angus, and AME IMRIE, city chamberlain designate of Edinburgh.

The city of Aberdeen entertained the President to lunch on May 9, while at the dinner arranged by the county and city branches of the Association the same evening the guests included SIR ALA MCLEAN, convener of the county council, BAILLIE STEPHEN, deputising for the Lord Provost, the REVEREND F. MACQUOID, and J. C. RENNIE, NALGO's honorary solicitor for Scotland.

Generous hospitality and special tours were also arranged by the Orkneys and Shetland branches. In Shetland, a civic reception was held on the first day, after which the tour extended, not only to the ancient capital of Scalloway but also to Hillswick, the most northerly point of the island. J. H. WARREN, general secretary, accompanied the President on his tour of the islands.

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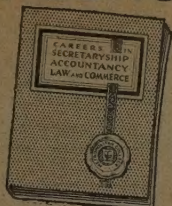
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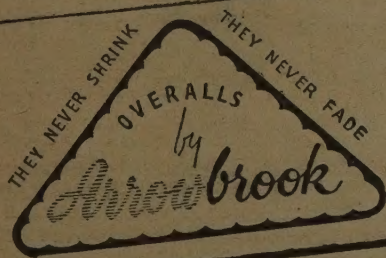
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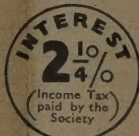
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